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ABSTRACT

This document is the last of a three-volume study designed to examine low-wage, low-skilled workers, within the context of their work environment, and to develop ways of measuring the effects of skill advancement training upon the program participants. Volume III, Parts I and II, contains modified employee pre- and post-test interview schedules and modified supervisor pre- and post-test interview schedules trainee performance rating forms. Volume I, an overview of training and research activities and a management report on project administration, is available as VT 010 818. Volume II, composed of 12 statistical tables, which contain data on job search behavior, factor analysis, and analysis of variance, is available as VT 010 819. (BC)

ED054309

SKILL ADVANCEMENT INC.

A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

43

VOLUME III, PART 1: APPENDICES B-1 and 2

MODIFIED EMPLOYEE PRE- AND POST-TEST INTERVIEW SCHEDULES

VT010880

August 31, 1968
Technical Memorandum RES 200
Contract No. OSMP 82-34-67-10

ED054309

A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

by

Earl E. Davis

VOLUME III, PART 1: APPENDICES B-1 and 2

MODIFIED EMPLOYEE PRE- AND POST-TEST INTERVIEW SCHEDULES

Contract No. OSMP 82-34-67-10
Office of Manpower Policy, Evaluation and Research
U. S. Department of Labor

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New York, New York 10022

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Industrial and Labor Relations
at Cornell University
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Puerto Rican Forum, Inc.

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APPENDIX B-1

MODIFIED EMPLOYEE PRE-TEST
INTERVIEW SCHEDULE

12/67

EMI:3

MODIFIED EMPLOYEE PRE-TEST
INTERVIEW SCHEDULE

B-1.001

12/67 (EMI)

My name is_________________________. I am working on a study for Cornell University. We are trying to find out how employees in companies (hospitals) in New York feel about their jobs and things in general. We have received permission to interview people such as yourself here.

We are asking many people these questions. Nobody will ever know what you say or see the answers, so you can say exactly what you think. It is very important that you give true answers, so if there is a question you don't want to answer, tell me, rather than give me an answer you think I want to hear.

Please tell me if there is anything you don't understand about any question.

Is there anything you want to ask me now?

	B-1.003
01-1(EMI)	
Name of Organization	
Col 1 ________________________	Col 1
Population Identification Number	
Cols 2-4 ____________________	Col 2 Col 3 Col 4
	Col 5 blank
Card Number (Cols 6-7) ________________	Col 6 Col 7
Interview Phase (Col 8) _______________	Col 8
Training Status (Col 9) _______________	Col 9 Cols 10-12 blank
Department (CODER: TRANSCRIBE INFORMATION FROM Q.2, CARD 01)	
Cols 13-14 ________________________	Col 13 Col 14
Sex of respondent (CODER: TRANSCRIBE INFORMATION FROM Q.212, CARD 21)	
Col 15 1___ Male 2___ Female	Col 15
Race of respondent (CODER: TRANSCRIBE INFORMATION FROM Q.213, CARD 21)	
Col 16 1___ White 2___ Negro 3 ___ Puerto Rican 4___ Oriental 8___ Other (SPECIFY) ____________________	Col 16

Nationality (CODER: TRANSCRIBE INFORMATION FROM Q. 199, CARD 20)

Cols 17-18 ______________________

Col 17 Col 18

Age (CODER: TRANSCRIBE INFORMATION FROM Q.200, CARD 20)

Cols 19- 20______________________

Col 19 Col 20

Cols 21-31 blank

01-3(EM1)

First, I'd like to get an idea about the job you have here now.

1. What is your job called? (SPECIFIC JOB TITLE)

____

____

____

(CODER: CODE INFORMATION
IN COLS 21-32, Card 22)

2. What department do you work in?

____

(CODER: CODE INFORMATION
IN COLS 13-14, Card 01-1)

3. What do you call the person you get your orders from? (IF MORE THAN ONE PERSON GIVES ORDERS, SUCH AS SUPERVISOR AND FOREMAN, NOTE WHO IS IN CHARGE OF THE DEPARTMENT AND SECTION WITH AN ASTERISK (*)

___ Foreman

___ Supervisor

___ Boss

___ Something else (SPECIFY)

____

(CODER: CODE INFORMATION
IN COLS 77-80, Card 31)

01-4 (EMI)

4. What are the kinds of things you do on this job? (PROBE FOR A DETAILED DESCRIPTION OF DUTIES.)

____

____

____

(CODER: USE IN CONJUNCTION WITH Q. 1 AND CODE ON CARD 21, COLS 21-32)

5. How long have you worked here at this company (hospital)?

Cols 32-34 ________ (TOTAL NUMBER OF MONTHS)

Col32 Col33 Col34

5a. How long have you worked in your present job here?

Cols 36-38 ________ (TOTAL NUMBER OF MONTHS)

(CODER: CODE IN COLS 36-38 BELOW)

6. Do you think that anyone at all can do your job, or does it take something special? (DO NOT READ RESPONSE CATEGORIES)

Col 35
1 ___ Training, experience or special knowledge needed
2 ___ Must like it, be interested
3 ___ Don't know, no response
4 ___ It's not difficult to learn
5 ___ Training, experience or special knowledge not needed

Col 35

(CODER: CODE RESPONSE TO Q. 5a HERE)

Col36 Col37 Col38
Cols 39-40 blank

10. Did you have any other kind of job in this company (hospital) before the one you have now?

Col 41 1___ Yes (ASK Qs. 10a & 10b)

3___ No (SKIP TO Q.11)

Col 41

10a. What was it? (SPECIFIC JOB TITLES AND DETAILED DESCRIPTION OF DUTIES)

Cols 42-48 blank

(CODER: CODE ON CARD 22, COLS 35-46)

10b. Why was the change made? (RECORD VERBATIM RESPONSE)

Cols 49-50

Col 49 Col 50

Cols 51-57 blank

11. Do you think that your job is too hard, too easy, or just about right for you? (TIME REFERENCE: NOW)

Col 58 1___ Too easy

2___ Sometimes easy

3___ Just about right
(IF RESPONDENT INSISTS)

4___ Sometimes hard

5___ Too hard

Col 58

Cols 59-65 blank

12. Would you say that your job is usually interesting or is it usually boring? (TIME REFERENCE: NOW)

Col 66 1 ___ Extremely interesting

2 ___ Somewhat interesting

3 ___ About the same

4 ___ Somewhat boring

5 ___ Extremely boring

___
Col 66

Cols 67-73 blank

13. How important would say your job is to the company (hospital); would you say it is very important, fairly important, or not at all important?

Col 74 1 ___ Very important

2 ___ Fairly important

3 ___ Not at all important

___ Don't know (IF RESPONDENT INSISTS)

___
Col 74

Cols 75-76 blank

14. Do you think that you are important to the company (hospital) or that you are just another worker?

Col 77 1 ___ Important

3 ___ Just another worker

2 ___ Somewhere between these two (IF RESPONDENT INSISTS)

___
Col 77

Cols 78-80 blank

B-1.009

02-i

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

15. How do you feel about your job? Do you like it, or dislike it?

Col 21
1___ Like it very much
2___ Like it a little
3___ Like and dislike equally (IF RESPONDENT INSISTS)
4___ Dislike it a little
5___ Dislike it very much
___ Don't know (IF RESPONDENT INSISTS)

Col 21

Cols 22-38 blank

16. Have you worked overtime during the past year?

16a. (IF YES TO 16) How often? Would you say very often, once in a while, or almost never?

Col 39
1___ Very often
2___ Once in a while
3___ Almost never
4___ No, never

Col 39

Cols 40-55 blank

22. Is there a pension plan here?

(IF YES, ASK: Do you pay for any of it?)

Col 56
1___ Yes, and pays for some of it
2___ Yes, and does not pay for some of it
3___ Yes, and does not know if pays for some of it
4___ No pension plan
9___ Does not know about pension plan

___
Col 56

23. Is there a medical insurance plan here? (IF YES, ASK: Do you pay for any of it?)

Col 57
1___ Yes, and pays for some of it
2___ Yes, and does not pay for some of it
3___ Yes, and does not know if pays for some of it
4___ No medical insurance
9___ Does not know about medical insurance

___
Col 57

24. In the last year, was money ever taken out of your pay besides taxes or union dues?

Col 58
1___ Yes (ASK Q. 24a)
2___ Don't know(SKIP TO Q. 25a)
3___ No (SKIP TO Q. 25a)

___
Col 58

Col 59 blank

24a. Do you know the reason the money was taken out?

Col 60 1___ Yes (ASK Q. 24ai)

2___ Don't know (SKIP TO Q. 25a)

3___ No (SKIP TO Q. 25a)

___ Col 60

Col 61 blank

24ai. What were the reasons?

Cols 62-63 0 No response

1 Life insurance

2 Medical insurance

3 Pension plan

4 Debt: garnishee, company loan, levy

5 Savings bonds

6 Union dues, civil service dues

7 No second mention, does not apply

8 Other e.g., charity, lunch fees, etc.

Col 62 ___ First mention

Col 63 ___ Second mention

___ Col 62

___ Col 63

Cols 64-66 blank

25a. How many fares do you pay to come to work? (ONE WAY)

Col 67 0___ None

1___ One

2___ two

3___ Three or more

___ Col 67

02-4 (EMI)

26. How long does it usually take to get to work from your home?

Cols 68-69 ________(RECORD IN MINUTES)

Col 68 Col 69

Cols 70-72 blank

27. How much do you make an hour?

Cols 73-75 ________

Col 73 Col 74 Col 75

Col 76 blank

28. What is your usual take home pay for a week? (BY USUAL, AVERAGE OVER THE LAST YEAR)

Cols 77-79 ________ (RECORD FIGURE
ROUNDED TO
NEAREST DOLLAR

Col 77 Col 78 Col 79

Col 80 blank

B-1.014

03-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

29. Do you feel that your rate of pay is too high, about right, or too low for the work you do?

Col 21 1 ___ Too high

2 ___ About right

3 ___ Too low

___ Don't know (IF RESPONDENT INSISTS)

___ Col 21

Cols 22-26 blank

30. Do you think that for the kind of work you do, most other companies (hospitals) that you know about pay more than you get, pay less, or most pay about the same as you get?

Col 27 1 ___ Most others pay more

2 ___ Most others pay about the same; some more, some less (IF RESPONDENT INSISTS)

3 ___ Most others pay less

___ Don't know (IF RESPONDENT INSISTS)

___ Col 27

Cols 28-29 blank

31. When you think of this company (hospital) as a place to work, would you say that most other companies (hospitals) that you know about are better places to work in, are worse or are about the same?

Col 30 1 ___ Most others are better

3 ___ Most others are worse

2 ___ Most others are about the same

___ Col 30

Col 31 blank

32. Is there a union here now?

Col 32 1 ___ Yes (ASK Q. 32a,b)
3 ___ No (SKIP TO Q. 32c)
9 ___ Don't know (SKIP TO Q.32c)

___ Col 32

Col 33 blank

32a. In some places the union sticks up for the boss more than it does for its own people. What do you think is true about the union here?

Col 34 1 ___ It is more for the boss
3 ___ It is more for the people
___ Don't know (IF RESPONDENT INSISTS)

___ Col 34

Col 35 blank

32b. Are you a member of the union?

Col 36 1___ Yes (SKIP TO Q. 33)
3___ No (SKIP TO Q. 32c)
___ Not applicable, new employee

___ Col 36

Col 37 blank

32c. Was there ever a union here while you were here?

Col 38 1___ Yes
3___ No

___ Col 38

Cols 39-41 blank

33. Some people think that their job makes them feel like a nobody. Do you agree or disagree?

Col 42 1____ Agree very much
2____ Agree a little
3____ Disagree a little
4____ Disagree very much

____
Col 42

Cols 43-45 blank

34. In a regular day of work, do you have to work mostly among people who have about the same kind of job that you do, or mostly among people who have better jobs than yours, or mostly among people who have worse jobs than yours?

Col 46 2____ Mostly same jobs
1____ Mostly better jobs
3____ Mostly worse jobs

____
Col 46

Cols 47-56 blank

38. Would you rather work among people who have jobs like your job, or among people who have better jobs, or among people who have worse jobs?

Col 57 2____ Like jobs
1____ Better jobs
3____ Worse jobs

____
Col 57

Cols 58-59 blank

39.
39a. Do you think that any of the workers in the higher skill jobs here think that they are somebody and look down on the workers in the lower skill jobs? Do you think this is true of most of the higher skill workers, some of them, or very few?

Col 60 1 ___ Most
2 ___ Some
3 ___ Very few
4 ___ None
___ Don't know (IF RESPONDENT INSISTS)

___ Col 60

Col 61 blank

40.
40a. If you had some trouble with the foreman on the job, could you count on any of the people you work with to help you out of their own free will?

Col 62 1 ___ All of the people
2 ___ Most of the people
3 ___ Some of the people
4 ___ None

___ Col 62

Cols 63-70 blank

42. Do you have the feeling when there is trouble that workers in your department break up into little groups, that everyone sticks together, or that each one is for himself?

Col 71 2 ___ Break into groups
1 ___ Everyone sticks together
3 ___ Each one is for himself
___ It depends (IF RESPONDENT INSISTS)

___ Col 71

Cols 72-80 blank

B-1.019

04-i (EMI)

Firm Identification Number	$\overline{\text{Col 1}}$
Population Identification Number	$\overline{\text{Col 2}}$ $\overline{\text{Col 3}}$ $\overline{\text{Col 4}}$
	Col 5 blank
Card Number	$\overline{\text{Col 6}}$ $\overline{\text{Col 7}}$
Interview Phase	$\overline{\text{Col 8}}$
	Cols 9-20 blank

B-1.020

04-1(EMI)

45. Some people feel that if they get a better job here with more money that people would tend to respect them more. Others would feel that they would respect them less. How do you feel?

Col 38 1 ___ Respect them more

3 ___ Respect them less

Cols 21-37 blank

Col 38

46. If you got a better job with more money, do you think the people here you work with would be more friendly to you or less friendly?

Col 40 1 ___ More friendly

3 ___ Less friendly

Col 39 blank

Col 40

48a. How often do workers around here (not your foreman) ask your advice about personal things?

Col 44 1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

Cols 41-43 blank

Col 44

48b. How often do workers around here (not your foreman) ask your advice about things to do with the job?

Col 46 1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

Col 45 blank

Col 46

Col 47 blank

48bi When you want to get advice about things to do with your job, do you go to any of the workers around here?

Col 48 1___ Very often

2___ Often

3___ Occasionally

4___ Seldom

5___ Never

Col 48

Col 49 blank

48bii When you want to get advice about things to do with your job, do you go to your supervisor?

Col 50 1___ Very often

2___ Often

3___ Occasionally

4___ Seldom

5___ Never

Col 50

Col 51 blank

48biii When you want to get advice about personal things, do you go to your supervisor?

Col 52 1___ Very often

2___ Often

3___ Occasionally

4___ Seldom

5___ Never

Col 52

Col 53 blank

49. When you want to get advice about personal things, do you ever go to other workers around here?

Col 54
1 ___ Very often
2 ___ Often
3 ___ Occasionally
4 ___ Seldom
5 ___ Never

___
Col 54

Cols 55-64 blank

If you were to describe your supervisor (TITLE) would you say:

50. He takes a personal interest in his workers' problems?

Col 65
1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree

___
Col 65

Col 66 blank

51. He tries to get the most work out of his workers no matter what?

Col 67
1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree

___
Col 67

Col 68 blank

52. He will do anything to keep his own record good with the company (hospital) no matter who gets hurt?

Col 69 1___ Strongly agree

2___ Agree

3___ Don't know (IF RESPONDENT INSISTS)

4___ Disagree

5___ Strongly disagree

______
Col 69

Col 70 blank

53. He treats everyone alike?

Col 71 1___ Strongly agree

2___ Agree

3___ Don't know (IF RESPONDENT INSISTS)

4___ Disagree

5___ Strongly disagree

______
Col 71

Col 72 blank

54. He treats his workers like children?

Col 73 1___ Strongly agree

2___ Agree

3___ Don't know (IF RESPONDENT INSISTS)

4___ Disagree

5___ Strongly disagree

______
Col 73

Cols 74-80 blank

05-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

5. In some companies, workers get the feeling that they are part of a big family. In other companies workers get the feeling that they are part of a big machine. How do you feel about working here?

Col 21 1 ___ Part of a big family
3 ___ Part of a big machine
2 ___ Somewhere in between (IF RESPONDENT INSISTS)

___
Col 21

Cols 22-26 blank

6. Do you think that you could almost drop dead at work and the bosses wouldn't notice, or do you feel they are for you here as a person.

Col 27 3 ___ Nobody notices you
1 ___ They really care for you
2 ___ Some do, some don't (IF RESPONDENT INSISTS)

___
Col 27

Cols 28-29 blank

I am going to read two statements about changes in rules that are made here. I would like you to tell me if you agree or disagree.

7. Rules are changed here without warning.

Col 30 4 ___ Agree very much
3 ___ Agree a little
2 ___ Disagree a little
1 ___ Disagree very much

___
Col 30

Col 31 blank

58. Rules are changed here regardless of their effect on the workers.

Col 32 4 ___ Agree very much

3 ___ Agree a little

2 ___ Disagree a little

1 ___ Disagree very much

___
Col 32

Col 33 blank

59. Do you feel you could improve the way things are done around here?

Col 34 1 ___ Yes

3 ___ No

___ Don't know

___
Col 34

Cols 35-39 blank

59b. Would you consider offering any ideas about improving the way things are done around here?

Col 40 1 ___ Yes

3 ___ No

___
Col 40

Cols 41-48 blank

60. Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better or that makes it not as good as other companies (hospitals) to work for. What do you think is true?

Col 49 2 ___ Like any other

1 ___ Something that makes it better

3 ___ Something that makes it not as good

___
Col 49

Cols 50-59 blank

76b. Did you learn the basic operations of your job by taking any courses before you started the job?

Col 60 1 ___ Yes, all or most of it

2 ___ Yes, some of it

3 ___ No, little or none of it

___ Col 60

Col 61 blank

76c. Did friends or relatives teach you anything about the basic operations of your job before you started the job?

Col 62 1 ___ Yes, all or most of it

2 ___ Yes, some of it

3 ___ No, little or none of it

___ Col 62

Col 63 blank

76d. Did you learn these things on another job?

Col 64 1 ___ Yes, all or most of it

2 ___ Yes, some of it

3 ___ No, little or none of it

___ Col 64

Col 65 blank

76e. Did you pick up any of the work yourself?

Col 66 1 ___ Yes, all or most of it

2 ___ Yes, some of it

3 ___ No, little or none of it

___ Col 66

Col 67 blank

05-4 (EMI)

77. When you first began to work on this job, did someone show you what to do?

Col 68 1 ___ Yes, extensively (ASK Q. 77a & 77b)

2 ___ Yes, some things (ASK Q. 77a & 77b)

3 ___ No, almost nothing (SKIP To Q. 78)

___ Col 68

Col 69 blank

77a. Who showed you what to do?

Col 70 1 ___ Supervisor

2 ___ Another worker

3 ___ Instructor -- special training class

8 ___ Someone else (SPECIFY) ___

___ Col 70

77b. How much time was spent showing you what to do? (RECORD IN DAYS)

Cols 71-73 ____________

___ Col 71 ___ Col 72 ___ Col 7

Cols 74-80 blank

B-1.029

08-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

85. Do you work at any other job besides the one you have in this company (hospital) now? (MEANS WORKS AT SECOND JOB NOW)

Col 21 1 ___ Yes, regularly (ASK Q. 85a.)

2 ___ Occasionally (ASK Q. 85a.)

3 ___ No (SKIP TO Q. 86)

85a. What kind of job is it? (GET FULL DESCRIPTION AND JOB TITLE - ALSO TYPE OF INDUSTRY)

____

____

____

(FOR CODER)

Cols 23-26 INDUSTRY

Cols 27-28 FUNCTIONAL CODE

Col 29 OWNERSHIP

1 ___ Owner

2 ___ Employee

Col 21

Col 22 blank

Col23 Col24 Col25 Col2

Col 27 Col 28

Col 29

08-2 (EMI)

Cols 30-32 blank

86. Did you have a full-time job before you came to work here? (A TEMPORARY JOB IS ACCEPTABLE: WE MEAN THE LAST JOB BEFORE THIS ONE REGARDLESS OF ANY PERIOD OF UNEMPLOYMENT IN BETWEEN. INCLUDES WORK ON A FARM.)

Col 33 1 ___ Yes (ASK Q. 86a-g)

3 ___ No (SKIP TO Q. 87)

___ Col 33

Col 34 blank

86a. What was your job? What did you do? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

86b. What kind of company was it in?

____

____

(FOR CODER)

Cols 35-38 INDUSTRY

Cols 39-40 FUNCTIONAL CODE

Col 41 OWNERSHIP

1 ___ Owner

2 ___ Employee

___ Col135 ___ Col136 ___ Col137 ___ Col

___ Col 39 ___ Col 40

___ Col 41

Cols 42-44 blank

86c. What city?

86d. What (country) (state) or (borough)?
(DO NOT READ CHOICES)

Cols 45-46
01___ New York City
02___ New York State (not including New York City)
03___ New England
04___ Mid Atlantic
05___ South
06___ Midwest
07___ South West
08___ North West
10___ Puerto Rico
11___ Caribbean
12___ South America
13___ Europe
14___ Canada
88___ Other (SPECIFY) ___
____

___ Col 45 ___ Col 46

86e. How long were you there?

Cols 47-49 ____ (RECORD NUMBER OF MONTHS)

___ Col 47 ___ Col 48 ___ Col 4

Col 50 blank

E-1.033

08-4(EMI)

36f. Why did you leave? (DO NOT READ CATEGORIES)

Cols 51-52 SELF-INITIATED

01___ Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment

02___ Illness or disability

03___ Household responsibilities

04___ School responsibilities

08___ Other, self-initiated (SPECIFY)__________

____

____

OTHER-INITIATED

11___ Job loss through plant shutdown; or permanent plant move

12___ Lay-off

13___ Dismissal

14___ Termination of temporary job

18___ Other, other-initiated

(SPECIFY)__________

____

____

88___ Other (SPECIFY)_____

____

___ Col 51 ___ Col 52

08-5(EMI)

86g. Did you have a full-time job before that?

Col 53 1 ___ Yes (ASK Q. 86gi)

3 ___ No (SKIP TO Q. 87)

86gi. What did you do? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 55-58 INDUSTRY

Cols 59-60 FUNCTIONAL CODE

Col 61 OWNERSHIP

1___ Owner

2___ Employee

36

B-1.034

___ Col 53

Col 54 blank

___ Col55 ___ Col56 ___ Col57 ___ Col

___ Col 59 ___ Col 60

___ Col 61

Cols 62-64 blan

08-6 (EM1)

86giii. What city?

86giv. What (country) (state) or (borough)?
(DO NOT READ CHOICES)

Cols 65-66
01___ New York City
02___ New York State (not including New York City)
03___ New England
04___ Mid Atlantic
05___ South
06___ Midwest
07___ South West
08___ North West
10___ Puerto Rico
11___ Caribbean
12___ South America
13___ Europe
14___ Canada
88___ Other (SPECIFY)___
____

___ ___
Col 65 Col 66

86gv. How long were you there?

Cols 67-69 ____ (RECORD NUMBER OF MONTHS)

___ ___ ___
Col 67 Col 68 Col 6

Col 70 blank

86gvi. Why did you leave? (DO NOT READ CATEGORIES)

Cols 71-72 SELF-INITIATED

___ Col 71 ___ Col 72

01___ Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment

02___ Illness or disability

03___ Household responsibilities

04___ School responsibilities

08___ Other, self-initiated (SPECIFY)__________

____

____

OTHER-INITIATED

11___ Job loss through plant shutdown; or permanent plant move

12___ Lay-off

13___ Dismissal

14___ Termination of temporary job

18___ Other, other-initiated (SPECIFY)__________

88___ Other (SPECIFY)_____

____

Cols 73-80 blank

09-i (EMI)

B-1.037

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

09-1(EMI)

86h. Did you have another full-time job before that one?

Col 21 1____ Yes (ASK Q. 86hi)

3____ No (SKIP TO Q. 87)

86hi. What did you do (occupation)? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

86hii. What kind of company was it in?

____

(FOR CODER)

Cols 23-26 INDUSTRY

Cols 27-28 FUNCTIONAL CODE

Col 29 OWNERSHIP

1____ Owner

2____ Employee

Col 21

Col 22 blank

Col23 Col24 Col25 Col26

Col 27 Col 28

Col 29

Cols 30-32 blank

86hiii. What city was it in?

86hiv. What (country), (state), or (borough)?

Cols 33-34

01____ New York City

02____ New York State (not including New York City)

03____ New England

04____ Mid Atlantic

05____ South

06____ Midwest

07____ South West

08____ North West

10____ Puerto Rico

11____ Caribbean

12____ South America

13____ Europe

14____ Canada

88____ Other (SPECIFY)

____

Col 33 Col 34

86hv. How long were you there?

Cols 35-37 ____ Record number of months

Col 35 Col 36 Col 37

Col 38 blank

86hvi. Why did you leave? (DO NOT READ CATEGORIES)

Cols 39-40 SELF-INITIATED

_____ Col 39 _____ Col 40

01____ Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment

02____ Illness or disability

03____ Household responsibilities

04____ School responsibilities

08____ Other, self-initiated SPECIFY ________

____

OTHER-INITIATED

11____ Job loss through plant shutdown; or permanent plant move

12____ Lay-off

13____ Dismissal

14____ Termination of temporary job

18____ Other, other-initiated (SPECIFY)

____

88____ Other (SPECIFY)

86i. How many years ago did you get your first full-time job?

Cols 41-42 ________

Col 41 Col 42

86j. How many jobs, including the present one, have you had in the past year?

Cols 43-44 ________

Col 43 Col 44

86k. How many jobs, including the present one, have you had in the past 5 years?

Cols 45-46 ________

Col 45 Col 46

86l. How many jobs, including the present one, have you had in the past 10 years?

Cols 47-48 ________

Col 47 Col 48

Cols 49-80 blank

11-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

11-1(EMI)

These are things that people may believe or that they may feel. Tell me whether you agree or disagree with them.

(ASK AFTER READING EACH, "DO YOU AGREE WITH THAT OR DISAGREE?" THEN, IF AGREE, "VERY MUCH OR A LITTLE," IF DISAGREE, "VERY MUCH OR A LITTLE")

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

134. I think that I am a person who cares about the feelings of other people.

Col 21 ___

Col 21

135. I believe that people usually help each other.

Col 22 ___

Col 22

136. I think that I have to look out for myself in this world.

Col 23 ___

Col 23

137. I am able to do things as well as most other people.

Col 24 ___

Col 24

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

138. I believe that people are out for themselves.

Col 25 ___

139. I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.

Col 26 ___

140. I think that there are many people who care what happens to me.

Col 27 ___

141. There is much in my life that I am proud of.

Col 28 ___

142. I feel uncomfortable with many people.

Col 29 ___

___
Col 25

___
Col 26

___
Col 27

___
Col 28

___
Col 29

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

143. I am respected as a person by all kinds of people.

Col 30 ___

Col 30

144. All in all, I pretty much feel that I am a failure.

Col 31 ___

Col 31

145. It upsets me very much to see another person suffer.

Col 32 ___

Col 32

146. I like to stand up for what I believe in when I am in a group, even when no one else agrees with me.

Col 33 ___

Col 33

147. I hardly ever feel like picking a fight with anyone.

Col 34 ___

Col 34

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

148. There are times when I feel as if I'm getting a raw deal from life.

Col 35 ___

Col 35

149. It usually bothers me to see someone made fun of in front of others regardless of what he's done.

Col 36 ___

Col 36

150. I like arguing with a supervisor or someone I have to take orders from.

Col 37 ___

Col 37

151. I just can't stay mad even when I think I should.

Col 38 ___

Col 38

152. At times I have a strong feeling to do something bad or shocking.

Col 39 ___

Col 39

153. If I happen to hurt someone without meaning to, I usually don't let it bother me.

Col 40 ___

Col 40

11-5(EMI)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

154. I enjoy taking chances in games and in life.

Col 41 ___

Col 41

155. I have often either broken rules and regulations or really wanted to.

Col 42

Col 42

156. I don't admire anybody very much.

Col 43 ___

Col 43

157. At times I feel like smashing things.

Col 44 ___

Col 44

Col 45 blank

158. There is no use in training Negroes and Puerto Ricans for better jobs because most white employers wouldn't hire them anyway.

Col 46 ___

Col 46

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

159. One way to do away with discrimination is to pass stronger laws.

Col 47 ___

Col 47

160. There will always be poor people.

Col 48 ___

Col 48

161. The police are tougher on Negroes and Puerto Ricans than they are on most other people.

Col 49 ___

Col 49

162. Unions don't help you; they just collect your dues.

Col 50 ___

Col 50

163. In this country most people don't want to see colored people move up to better jobs.

Col 51 ___

Col 51

11-7 (EMI)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

164. People who don't have much money can't expect to get justice in the courts.

Col 52 ___

Col 52

165. I am able to do much more skilled work than I do now.

Col 53 ___

Col 53

166. Groups that are for discrimination should be outlawed.

Col 54 ___

Col 54

167. Unions have helped better conditions for working people.

Col 55 ___

Col 55

168. If you speak with a different accent it counts against you, no matter what you do.

Col 56 ___

Col 56

11-8 (EMI)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

169. There will always be people who are discriminated against.

Col 57 ___

Col 57

170. Even if I could do more skilled work than I do now I would not get a chance to do it here.

Col 58 ___

Col 58

171. Negro and Puerto Rican children are receiving as good an education as white children.

Col 59 ___

Col 59

172. There is very little that minority groups can do to change things in this counrry.

Col 60 ___

Col 60

173. The civil rights movement is a good thing for this country.

Col 61 ___

Col 61

11-9 (EMI)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

174. The civil rights movement is moving too slowly.

Col 62 ___

Col 62

175. Negroes can only win their rights if they fight for them themselves.

Col 63 ___

Col 63

176. In the next five years we can expect that the attitude of white people about civil rights will be worse.

Col 64 ___

Col 64

177. Negroes and Puerto Ricans are better off today than they were five years ago.

Col 65 ___

Col 65

178. Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.

Col 66 ___

Col 66

11-10 (EMI)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

179. This department is a pleasant place to work.

Col 68 ___

180. This department does good work.

Col 69 ___

181. This department is a friendly place to work.

Col 70 ___

182. The people in this department argue a lot.

Col 71 ___

184. There are a lot of stuck-up people in this department.

Col 72 ___

Col 67 blank

___
Col 68

___
Col 69

___
Col 70

___
Col 71

___
Col 72

11-11 (EMI)

Col 73 blank

These are ways people sometimes feel. Please tell me if you feel that way very often, sometimes, hardly ever, or never.

1 Very often

2 Sometimes

3 Hardly ever

4 Never

How often do you feel:

105. That you have no one to turn to.

Col 74 ___

___
Col 74

106. That you have problems with your life that are too much for you.

Col 75 ___

___
Col 75

107. Upset when people find fault with you.

Col 76 ___

___
Col 76

109. That people laugh at you.

Col 77 ___

___
Col 77

11-12 (EMI)

(FOR CODER)

(CODER: TRANSCRIBE INFORMATION FROM Q. 98, CARD 16)	Col 78
(CODER: TRANSCRIBE INFORMATION FROM Q. 99, CARD 16)	Col 79
(CODER: TRANSCRIBE INFORMATION FROM Q. 100, CARD 16)	Col 80

12-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

78. Now I want to ask you some questions about your schooling. What was the last grade of school you finished? (ASK: "DID YOU FINISH THAT GRADE?" IF NO, MAKE CORRECT CHANGE IN ANSWER.)

Cols 21-22 Number of years completed

01	___	Elementary School
02	___	
03	___	
04	___	
05	___	
06	___	
07	___	Jr. High School
08	___	
09	___	
10	___	High School
11	___	
12	___	
13	___	College or University
14	___	
15	___	
16	___	
	___	

___ Col 21 ___ Col 22

Col 23 blank

78a. What kind of school was the last one you attended?

Col 24 1 ___ Elementary School
2 ___ Junior High School
3 ___ High School: Ordinary
4 ___ High School: Commercial
5 ___ High School: Trade
6 ___ College or University
7 ___ Professional
8 ___ Other (SPECIFY) ___________

____

Col 24

78c. What city, country, state or borough?

Col 25-26
01 ___ New York City
02 ___ New York State, not including N.Y.C.
03 ___ New England
04 ___ Mid-Atlantic, not including N.Y.S.
05 ___ South
06 ___ Midwest
07 ___ South West
08 ___ North West
10 ___ Puerto Rico
11 ___ Caribbean
12 ___ South America
13 ___ Europe
14 ___ Canada
88 ___ Other (SPECIFY) ______
____

___ Col 25 ___ Col 26

Col 27 blank

FOR THOSE WITH LESS THAN 12TH GRADE EDUCATION, ASK:

78e. Do you have a high school equivalency diploma?

Col 28
1 ___ Yes
3 ___ No

___ Col 28

79. Have you ever thought about going on with school? (IN ADDITION TO FORMAL EDUCATION MENTIONED IN Q. 78)

Cols 29-31 blank

79a. Have you ever done anything about it?

Col 32
1 ___ Yes, formally applied
2 ___ Yes, inquired directly
3 ___ Yes, asked other people
4 ___ Just thought about it
5 ___ No, have not thought about going on

Col 32

Cols 33-40 blank

I'd like to ask you now about any training you may have had that was especially taken to teach you to do a job.

A82. Did you ever learn to do a job in a high school?

Col 41 1____ Yes (ASK Q. A82b)

3____ No (SKIP TO Q. B82)

Col 41

First Mention

A82b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 42-43 _____

Col 42 Col 43

Cols 44-47 blank

A82c. How long did you study?

Cols 48-49 _____ (RECORD IN MONTHS)

Col 48 Col 49

Col 50 blank

A82d. Did you finish?

Col 51 1____ Attended but did not complete studies or training

2____ Still attending

3____ Completed studies or training

Col 51

A82e. Did you ever get such a job? — Col 52 blank

Col 53 1 ___ Yes

3 ___ No

Col 53

Second Mention

A82bi. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE.)

____

______________________________ Col 54 blank

____

(FOR CODER)

Cols 55-56 ____ Functional Code

Col 55 Col 56

Cols 57-60 blank

A82ci. How long did you study?

Cols 61-62 ____ (RECORD IN MONTHS)

Col 61 Col 62

Col 63 blank

A82di. Did you finish?

Col 64 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

Col 64

Col 65 blank

A82ei. Did you ever get such a job?

Col 66 1 ___ Yes

3 ___ No

Col 66

Cols 67-80 blank

E-1.062

13-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8 Cols 9-20 blank

13-1 (EM1)

B82. Did you ever learn to do a job in a special school?

Col 21 1 ___ Yes (ASK Q. B82b)

3 ___ No (SKIP TO Q. 83)

Col 21

First Mention

B82b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

___

___

___

(FOR CODER)

Cols 22-23 ____ Functional Code

Col 22 Col 23

B82bb. What kind of school was it?

___

___

Cols 24-27 blank

B82c. How long did you study?

Cols 28-29 ____ (RECORD IN MONTHS)

Col 28 Col 29

Col 30 blank

B82d. Did you finish?

Col 31 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

Col 31

5

B82e. Did you ever get such a job?

Col 33 1 ___ Yes

3 ___ No

Second Mention

B82bi. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

___

___

___

(FOR CODER)

Cols 35-36 ___ Functional Code

B82ci. How long did you study?

Cols 41-42 ___ (RECORD IN MONTHS)

B82di. Did you finish?

Col 44 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

B82ei. Did you ever get such a job?

Col 46 1 ___ Yes

3 ___ No

Col 32 blank

___ Col 33

Col 34 blank

___ Col 35 ___ Col 36

Cols 37-40 blank

___ Col 41 ___ Col 42

Col 43 blank

___ Col 44

Col 45 blank

___ Col 46

13-3 (EM1)

Third Mention

B82bii. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

Col 47 blank

(FOR CODER)

Cols 48-49 ____ Functional Code

____ Col 48 ____ Col 49

Cols 50-53 blank

B82cii. How long did you study?

Cols 54-55 ____ (RECORD IN MONTHS)

____ Col 54 ____ Col 55

Col 56 blank

B82dii. Did you finish?

Col 57 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

____ Col 57

Col 58 blank

B82eii. Did you ever get such a job?

Col 59 1 ___ Yes

3 ___ No

____ Col 59

Cols 60-80 blank

14-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

83. Did you ever learn to do a job through a correspondence course?

Col 21 1____ Yes (ASK Q. 83b)

3____ No (SKIP TO Q. A83)

____ Col 21

83b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 22-23 ____Functional Code

____ Col 22 ____ Col 23

Cols 24-27 blank

83c. How long did you study?

Cols 28-29 ____ (RECORD IN MONTHS)

____ Col 28 ____ Col 29

Col 30 blank

83d. Did you finish?

Col 31 1____ Attended but did not complete studies or training

2____ Still attending

3____ Completed studies or training

____ Col 31

Col 32 blank

83e. Did you ever get such a job?

Col 33 1____ Yes

3____ No

____ Col 33

A83. Did you ever learn to do a job in a course run by a union?

Cols 34-35 blank

Col 36 1 ___ Yes (ASK Q. A83b)

3 ___ No (SKIP TO Q. B83)

___ Col 36

A83b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 37-38 _____ Functional Code

___ Col 37 ___ Col 38

Cols 39-42 blank

A83c. How long did you train?

Cols 43-44 _____ (RECORD IN MONTHS)

___ Col 43 ___ Col 44

Col 45 blank

A83d. Did you finish?

Col 46 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

___ Col 46

Col 47 blank

A83e. Did you ever get such a job?

Col 48 1 ___ Yes

3 ___ No

___ Col 48

Cols 49-50 blank

B83. Did you ever learn to do a job in a community center?

Col 51 1 ___ Yes (ASK Q. B83b)

3 ___ No (SKIP TO Q. C83)

Col 51

B83b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 52-53 _____ Functional Code

Col 52 Col 53

Cols 54-57 blank

B83c. How long did you train?

Cols 58-59 _____ (RECORD IN MONTHS)

Col 58 Col 59

Col 60 blank

B83d. Did you finish?

Col 61 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

Col 61

Col 62 blank

B83e. Did you ever get such a job?

Col 63 1 ___ Yes

3 ___ No

Col 63

Cols 64-80 blank

B-1.070

15-i (EMI)

Firm Identification Number	Col 1
Population Identifcation Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

C83. Did you ever learn to do a job in a course run by the government? (PROBE FOR CITY, STATE OR FEDERAL PROGRAMS OR MILITARY)

Col 21 1 ___ Yes (ASK Q. C83b)

3 ___ No (SKIP TO Q. 84)

___ Col 21

First Mention

C83b. What job were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 22-23 _____ Functional Code

___ Col 22 ___ Col 23

Cols 24-27 blank

C83c. How long did you train?

Cols 28-29 _____ (RECORD IN MONTHS)

___ Col 28 ___ Col 29

Col 30 blank

C83d. Did you finish?

Col 31 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

___ Col 31

Col 32 blank

C83e. Did you ever get such a job?

Col 33 1 ___ Yes

3 ___ No

___ Col 33

Second Mention

C83bi. What job were you learning? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 35-36 ___ Functional Code

C83ci. How long did you train?

Cols 41-42 ___ (RECORD IN MONTHS)

C83di. Did you finish?

Col 44 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

C83ei. Did you ever get such a job?

Col 46 1 ___ Yes

3 ___ No

Col 34 blank

___ Col 35 ___ Col 36

Col 37-40 blank

___ Col 41 ___ Col 42

Col 43 blank

___ Col 44

Col 45 blank

___ Col 46

Col 47 blank

Third Mention

C83bii. What job were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 48-49 ___ Functional Code

___ Col 48 ___ Col 49

Cols 50-53 blank

C83cii. How long did you train?

Cols 54-55 ___ (RECORD IN MONTHS)

___ Col 54 ___ Col 55

Col 56 blank

C83dii. Did you finish?

Col 57
1 ___ Attended but did not complete studies or training
2 ___ Still attending
3 ___ Completed studies or training

___ Col 57

Col 58 blank

C83eii. Did you ever get such a job?

Col 59
1 ___ Yes
3 ___ No

___ Col 59

Cols 60-61 blank

84. Did you ever take training to do a job by being in an apprentice program or in classes run by a company?

Col 62 1 ___ Yes (ASK Q. 84b)

3 ___ No (SKIP TO Q. 85)

Col 62

84b. What were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 63-64 _____ Functional Code

Col 63 Col 64

Cols 65-68 blank

84c. How long did the training last?

Cols 69-70 _____ (RECORD IN MONTHS)

Col 69 Col 70

Col 71 blank

84d. Did you finish?

Col 72 1 ___ Yes

3 ___ No

Col 72

Col 73 blank

84e. Did you ever get such a job?

Col 74 1 ___ Yes

3 ___ No

Col 74

15-5 (EM1)

Col 75 blank

(FOR CODER)

Record total number of programs mentioned (All institutions.)

Cols 76-77 ____

Col 76 Col 77

Cols 78-80 blank

16-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

16-1 (EMI)

(DO NOT ASK IF THIS IS RESPONDENT'S ONLY JOB)

87. Of all the jobs you have had, including the one you have here, which did you like best? (GET A FULL DESCRIPTION AND JOB TITLE: ALSO THE TYPE OF COMPANY)

(FOR CODER)

Cols 21-24 INDUSTRY

Col21 Col22 Col23 Col2

Cols 25-26 FUNCTIONAL CODE

Col 25 Col 26

Col 27 OWNERSHIP

1 ___ Owner

2 ___ Employee

Col 27

88. Over the past two years were you ever unemployed? That is, were you out of work and looking for work? (DO NOT INCLUDE LAYOFFS AT PRESENT JOB IN PAST YEAR)

Cols 28-33 blank

Col 34 1 ___ Yes, a great deal

2 ___ Yes, only a few times

3 ___ No

Col 34

89. If you could have *any* job at all in this company (hospital), which would you like to have? (GET A FULL DESCRIPTION AND JOB TITLE)

Cols 35-44 blank

(CODER: CODE IN CARD 22, COLS 50-62)

92. Do you think you could ever get it?

Col 45 1 ___ Very likely
2 ___ Somewhat likely
3 ___ 50 - 50 chance
4 ___ Somewhat unlikely
5 ___ Very unlikely

Col 45

Col 46 blank

94. Would you like to learn to do a different kind of work than the work you do now?

Col 47 1 ___ Yes, like to very much (ASK Q. 94a)
2 ___ Yes, would kind of like to (ASK Q. 94a)
3 ___ Don't know; undecided (SKIP TO Q. 95)
4 ___ No, don't think so (SKIP TO Q. 95)
5 ___ No, definitely not (SKIP TO Q. 95)

Col 47

94a. What kind of work would you like to learn? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(CODER: THIS QUESTION CODED IN CARD 22, COLS 65-67)

16-3 (EM1)

95. If you could choose anything at all, how would you choose to make your living? (THIS MEANS ACTUALLY WORKING AT SOMETHING) (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(CODER: THIS QUESTION CODED IN CARD 22, COLS 70-72 and COL 74)

Cols 48-52 blank

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

96. What would you like your son to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE) ____________________________

____

____

(FOR CODER)

Cols 53-54 FUNCTIONAL CODE

Col 55 OWNERSHIP

1 ___ Owner

2 ___ Employee

____ Col 53 ____ Col 54

____ Col 55

Col 56 blank

96b. What sort of schooling would he need to make his living that way? (DO NOT READ CATEGORIES)

Col 57
1 ___ Finish high school
2 ___ Some college; specific number of years not given
3 ___ Finish college
4 ___ Graduate or professional school
5 ___ Trade, technical or commercial training
8 ___ Other (SPECIFY) _______

____

Col 57

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

97. What would you like your daughter to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 58-59 FUNCTIONAL CODE

Col 58 Col 59

Col 60 OWNERSHIP
1 ___ Owner
2 ___ Employee

Col 60

Col 61 blank

97b. What sort of schooling would she need to make her living that way?

Col 62 1 ___ Finish high school

2 ___ Some college; specific number of years not given

3 ___ Finish college

4 ___ Graduate or professional school

5 ___ Trade, technical or commercial training

8 ___ Other (SPECIFY) ________

____

___ Col 62

A lot of people have different ideas about working. Here are some of these ideas. Do you agree or disagree?

98. A job is just a way to make money and it's better to find the easiest job that pays the most.

Col 78 1 ___ Agree very much

2 ___ Agree a little

3 ___ Disagree a little

4 ___ Disagree very much

(CODER: CODE ON CARD 11, COL 78)

B-1:082

16-6 (EMI)

99. If you are willing to work hard, the boss will just take advantage of you.

Col 79 1 ___ Agree very much

2 ___ Agree a little

3 ___ Disagree a little

4 ___ Disagree very much

(CODER: CODE ON CARD 11, COL 79)

100. People who try to get ahead are not really liked by other people.

Col 80 1 ___ Agree very much

2 ___ Agree a little

3 ___ Disagree a little

4 ___ Disagree very much

(CODER: CODE ON CARD 11, COL 80)

Cols 63-64 blank

102. How much take-home pay each week do you need now to just get along?

Cols 65-67 _______ (RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR)

___ Col 65 ___ Col 66 ___ Col 67

102a. Are you thinking of yourself?

Col 79 1 ___ Yourself

2 ___ You and your family

(CODER: CODE IN COL 79, THIS CARD)

Col 68 blank

103. How much take-home pay each week do you need now in order to be comfortable?	
Cols 69-71 _____ RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR	Col 69 Col 70 Col 7
	Col 72 blank
(FOR CODER) Discrepancy between response to Q. 102 and Q. 103	
Col 73 + ___ Plus	Col 73
- ___ Minus	
(CODER: DO NOT CODE IN COLS 73-76. THIS OPERATION WILL BE DONE BY MACHINE)	
Cols 74-76 DISCREPANCY	Col 74 Col 75 Col 7
	Col 77 blank
Col 78 CALCULATION OF DISCREPANCY	Col 78
Blank ___ Discrepancy score can be determined	
2 ___ Discrepancy score cannot be determined	
(CODER: TRANSCRIBE INFORMATION FROM Q. 102a, CARD 16)	Col 79
	Col 80 blank

17-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

105. If you had $100 clear coming in every week without working, would you want to quit working or would you want to continue working? (ANY KIND OF INCOME-PRODUCING ACTIVITY IS A CONTINUE WORKING RESPONSE.)

Col 21 1____ Continue working full-time

2____ Continue working part-time

3____ Quit working

____ Don't know

____ Col 21

Cols 22-27 blank

106. In general, what do you think are your chances of getting a better job here?

Col 28 1____ Very good

2____ Good

3____ Fair

4____ Poor

____ Don't know

____ Col 28

Col 29 blank

106a. Why do you say that? (DO NOT READ CATEGORIES)

Col 30 1____ Opportunity structure mentioned e.g., they give you a chance here; if you get a little more experience, they promote you

2____ Self-appraisal mentioned e.g., I don't have a bad work record; they see the kind of work I do here

____ Col 30

107. Do you know of anyone in this company (hospital) who once had a job like yours and who got a better job here?

Col 31 1____ Yes

3____ No

____Don't know

___ Col 31

Col 32 blank

108. Supposing another company (hospital) offered you the same kind of job you have here, at the same pay. Would you be interested in taking it?

Col 33 1____ Definitely interested

2____ Probably interested

3____ Undecided

4____ Probably not interested

5____ Definitely not interested

___ Col 33

Cols 34-35 blank

108b. Supposing they offered you the same kind of job with about a ten per cent increase in pay. Would you be interested in it?

Col 36 1____ Definitely interested

2____ Probably interested

3____ Undecided

4____ Probably not interested

5____ Definitely not interested

___ Col 36

Cols 37-44 blank

109. Supposing you quit your job today, do you think you would have any trouble getting another job at about the same rate of pay? (WE MEAN PERSON AS THEY ARE NOW, WITHOUT ANY SPECIAL TRAINING, WITH THEIR VIEW OF WHAT'S AVAILABLE.)

Col 45 1____ Yes, would have a great deal of trouble (ASK Q. 109a)

2____ Maybe some trouble (ASK Q. 109a)

3____ No trouble (SKIP TO Q. 109b)

____ Don't know (SKIP TO Q. 109b)

____ Col 45

Col 46 blank

109a. Why do you think you would have trouble? (DO NOT READ CATEGORIES)

Col 47 1____ Starting wage too low

2____ Age; disability

3____ Lack of education; no training

4____ Racial discrimination

5____ No job opportunities

8____ Other (SPECIFY)

____

____ Col 47

09b. Do you think you would be able to get a better job at more pay?

Col 48 1____ Yes, would have a great deal of trouble

2____ Yes, maybe some trouble

3____ No trouble

____ Don't know

Col 48

Cols 49-52 blank

hen people are looking for work, there are ifferent things they do to find work. Which hings have you done? (READ ONE AT A TIME, AND HECK APPROPRIATE COLUMN. AFTER EACH YES RESPONSE, SK, "Did this ever land you a job?")

110. Have you ever gone "cold" to a company and asked if there was work?

Col 53 1____ Yes, and landed a job

2____ Yes, but did not land a job

3____ No; Don't know

Col 53

111. Have you ever asked friends or relatives if they knew of work?

Col 54 1____ Yes, and landed a job

2____ Yes, but did not land a job

3____ No; Don't know

Col 54

112. Have you asked "around" if people knew of work?

Col 55 1____ Yes, and landed a job

2____ Yes, but did not land a job

3____ No; Don't know

____
Col 55

113. Have you ever registered at the unemployment office (employment office, USES)?

Col 56 1____ Yes, and landed a job

2____ Yes, but did not land a job

3____ No; Don't know

____
Col 56

114. Have you ever gone to a private employment agency?

Col 57 1____ Yes, and landed a job

2____ Yes, but did not land a job

3____ No; Don't know

____
Col 57

115. Have you ever asked at a community agency (like church, Urban League or government agency)?

Col 58 1____ Yes, and landed a job

2____ Yes, but did not land a job

3____ No; Don't know

____
Col 58

116. Have you ever asked local politicians?

Col 59 1____ Yes, and landed a job

2____ Yes, but did not land a job

3____ No; Don't know

Col 59

117. Have you ever gone to a union to ask?

Col 60 1____ Yes, and landed a job

2____ Yes, but did not land a job

3____ No; Don't know

Col 60

118. Have you ever read want ads in papers?

Col 61 1____ Yes, and landed a job (ASK Q. 118a)

2____ Yes, but did not land a job (ASK Q. 118a)

3____ No; Don't know (SKIP TO Q.119)

Col 61

118a. Which papers? (DO NOT READ LIST)

Cols 62-67	00	No response
	01	New York Times
	02	Daily News; Mirror
	03	Amsterdam News
	04	Long Island Press
	05	Newsday
	06	El Diario; La Prensa
	07	New York World-Telegram
	08	New York Post
	09	Civil Service; The Chief; Leader
	88	Other (SPECIFY) ________________

Cols 62-63	First Mention	Col 62	Col 63
Cols 64-65	Second Mention	Col 64	Col 65
Cols 66-67	Third Mention	Col 66	Col 67

Cols 68-71 blank

B-1.092

17-8 (EMI)

120. Which of these things do you use most to find work? (DO NOT READ LIST)

Cols 72-73

01____ Going "cold" to a company
02____ Friends or relatives
03____ Asking "around"
04____ Unemployment office
05____ Going to a private employment agency
06____ Community agency
07____ Local politicians
08____ Union
09____ Want ads in papers
10____ School placement service
88____ Other (SPECIFY)

____

____ Col 72 ____ Col 73

121. How did you find your job in this company (hospital)? (IF RESPONDENT HAD OTHER JOBS IN SAME COMPANY, THE FIRST JOB THERE.)

Cols 74-75

01____ Going "cold" to a company

02____ Friends or relatives

03____ Asking "around"

04____ Unemployment office

05____ Going to a private employment agency

06____ Community agency

07____ Local politicians

08____ Union

09____ Want ads in papers

10____ School placement service

88____ Other(SPECIFY)

____

_____ _____
Col 74 Col 75

Cols 76-80 blank

B-1.094

18-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

122. Suppose you got a job in some other company (hospital), would you feel sorry about leaving here?

Col 21 1____ Very sorry
2____ Somewhat sorry
3____ Mixed feelings
4____ Somewhat glad
5____ Very glad

____
Col 21

Col 22 blank

123. Would you miss your friends here?

Col 23 1____ A great deal
2____ Somewhat
3____ A little bit
4____ Hardly at all
5____ Not at all

____
Col 23

Col 24 blank

124. Would you miss the people you work with?

Col 25 1____ A great deal
2____ Somewhat
3____ A little bit
4____ Hardly at all
5____ Not at all

____
Col 25

Col 26 blank

125. Would you miss your foreman (title)?

Col 27 1____ A great deal

2____ Somewhat

3____ A little bit

4____ Hardly at all

5____ Not at all

Col 27

Col 28 blank

127. Would you miss doing the kind of work you do here?

Col 29 1____ A great deal

2____ Somewhat

3____ A little bit

4____ Hardly at all

5____ Not at all

Col 29

Col 30 blank

128. Supposing you didn't have a job and somebody offered you a job that gave you $100. a week, and somebody else offered you a job for $75. a week now, with the chance of making $150. a week in the next few years, which would you take? (STRESS THE CHANCE IN THE SECOND CHOICE.)

Col 31 1____ $100 per week

3____ $75 now with a chance of $150 later

Col 31

Col 32 blank

129. Would you be willing to take a chance at a better job with more pay even if you weren't sure you could make good on it, or would you rather work at a job like you have which you are sure you can do?

Col 33 1____ A chance at a better paying job

3____ Job like present job

Col 33

130aa. Supposing somebody offered you a job around here or closer to home for the same amount of money you are making now, and somebody else offered you a job one half hour further away from home than you are now, with a chance of doubling your wages in the next few years. Which would you take?

Col 34 1____ Job close to home with same pay

3____ Job further away from home with a chance at double wages

Col 34

18-4 (EMI)

(INTERVIEWER: ASK THESE CATEGORIES
FOR Qs. 131-131f)

1 Very interested

2 Interested

3 Slightly interested

4 Not sure

5 Not interested

Cols 35-36 blank

131. Would you be interested in getting a better job at more pay here?

Col 37 _____

Col 37

Col 38 blank

131a. Would you be interested if you had to work longer hours than now?

Col 39 _____

Col 39

Col 40 blank

131b. If you had to take on more responsibilities?

Col 41 _____

Col 41

Col 42 blank

131c. If you had to "boss" somebody else?

Col 43 _____

Col 43

Col 44 blank

131d. If you had to "boss" the people you are working with?

Col 45 _____

Col 45

B-1.099

18-5 (EMI)

1 Very interested

2 Interested

3 Slightly interested

4 Not sure

5 Not interested

131e. If you had to leave the people you are working with?

Col 47 ____

131f. If you would lose your seniority?

Col 49 ____

Col 46 blank

Col 47

Col 48 blank

Col 49

Cols 50-60 blank

18-6 (EMI)

132. Let's suppose a training program were given here so that workers doing your kind of work could learn to do another job that paid more money. How interested would you be in taking part in it?

Col 61 1____ Very interested

2____ Interested

3____ Slightly interested

4____ Not sure

5____ Not interested

___ Col 61

Col 62 blank

132a. Would you be interested if you were paid while you were being trained during your regular hours of work?

Col 63 1____ Very interested

2____ Interested

3____ Slightly interested

4____ Not sure

5____ Not interested

___ Col 63

Col 64 blank

132b. How interested would you be if it meant that you had to stay after regular work hours without pay?

Col 65 1____ Very interested

2____ Interested

3____ Slightly interested

4____ Not sure

5____ Not interested

___ Col 65

Col 66 blank

132c. If the training program meant that you would have to do some studying at home, would you be willing?

Col 67 1____ Very interested

2____ Interested

3____ Slightly interested

4____ Not sure

5____ Not interested

Col 67

Col 68 blank

132d. If the training program meant that you would be trained for a job that would make you a part of management, like a foreman or supervisor, would you be willing to take part in it?

Col 69 1____ Very interested

2____ Interested

3____ Slightly interested

4____ Not sure

5____ Not interested

Col 69

Col 70 blank

132e. How soon would you be willing to start in such a training program if it were given?

Col 71 1____ Immediately

2____ Sometime in the very near future

3____ Sometime later

4____ Not in the foreseeable future

5____ Not at all

Col 71

Cols 72-80 blank

19-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

Now, some more questions about you in particular.

190. You said your take home pay is _______ for a week. (THIS IS FROM QUESTION 28). How much a week do you think you will be making a year from now?

Cols 21-23 ______

Col21 Col22 Col23

191. How much a week do you think you will be making five years from now?

Cols 24-25 blank

Cols 26-28 ______

Col26 Col27 Col28

Cols 29-45 blank

192. Do you read any newspapers?

Col 46
1 ___ Very often
2 ___ Often
3 ___ Occasionally
4 ___ Seldom
5 ___ Never

Col 46

Col 47 blank

19-2 (EMI)

192a. Which ones do you read? (DO NOT READ LIST)

Cols 48-58

- 01 New York Times
- 02 Daily News; Mirror
- 03 Amsterdam News; Mohammed Speaks
- 04 Long Island Press
- 05 Newsday
- 06 El Diario: La Prensa; Imparcial
- 07 New York World-Telegram
- 08 New York Post
- 09 Civil Service, e.g. Leader; Chief
- 10 Religious papers, e.g. Catholic News
- 11 Enquirer
- 12 Union papers
- 88 Other (SPECIFY) ________

____

Cols 48-49	____	First Mention	Col 48	Col 49
Cols 50-51	____	Second Mention	Col 50	Col 51
Cols 52-53	____	Third Mention	Col 52	Col 53
Cols 54-55	____	Fourth Mention	Col 54	Col 55
Cols 56-57	____	Fifth Mention	Col 56	Col 57
Col 58	____	Total number of newspapers read	Col 58	

19-3 (EMI)

192b. Which one do you read the most?
(DO NOT READ LIST)

Cols 59-60 _____

Col 59 Col 60

193. Do you belong to any organizations other than a union?

Col 61 1 ___ Yes (ASK Q.193a)
3 ___ No (SKIP TO Q.194)

Col 61

Col 62 blank

19-4 (EMI)

193a. Which ones? (DO NOT READ LIST)

193b. Do you attend meetings?
(ASK FOR EACH ORGANIZATION)

Cols 63-78 Type of Organization

01 Business
02 Fraternal
03 Recreational
04 Religious
05 Cultural
06 Political
07 Civil Rights
08 Neighborhood Improvement; Block Association
09 Educational, e.g. PTA
10 Veterans Association
88 Other (SPECIFY)__________

____

Attendance

1 Yes
3 No

Cols 63-64	_____	First Mention	Col 63 Col 64
Col 65	_____	Attendance	Col 65
Cols 66-67	_____	Second Mention	Col 66 Col 67
Col 68	_____	Attendance	Col 68
Cols 69-70	_____	Third Mention	Col 69 Col 70
Col 71	_____	Attendance	Col 71
Cols 72-73	_____	Fourth Mention	Col 72 Col 73
Col 74	_____	Attendance	Col 74
Cols 75-76	_____	Fifth Mention	Col 75 Col 76
Col 77	_____	Attendance	Col 77
Col 78	_____	Total Number of Organizations mentioned	Col 78 Cols 79-80 blank

20-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Numb ·	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

20-1 (EMI)

94. Now some questions about you and your family. What languages do you understand & speak fairly well? (DO NOT READ CHOICES)

Cols 21-23 1 ___ Spanish

2 ___ English

3 ___ Other (SPECIFY ___ ________________

Col 21 ___ First Mention ___ Col 21

Col 22 ___ Second Mention ___ Col 22

Col 23 ___ Third Mention ___ Col 23

hich language do you use most often: (IF PERSON SPEAKS ONLY ENGLISH, SKIP TO Q. 199)

195. At home?

Col 24 ___ (USE CATEGORIES IN Q. 194) ___ Col 24

196. With your supervisor?

Col 25 ___ (USE CATEGORIES IN Q. 194) ___ Col 25

198. With your friends in the company (hospital)?

Col 26 ___ (USE CATEGORIES IN Q. 194) ___ Col 26

20-2 (EMI)

199. What nationality, other than American, would you say you are? (DO NOT READ CHOICES)

____
(CODER: CODE IN COLS. 17-18 OF EVERY CARD)

01 ___ American, excluding American Negro, Negro, or American Indian.

02 ___ American Negro, or Negro

03 ___ American Indian

04 ___ Irish

05 ___ Italian

06 ___ Puerto Rican

07 ___ French

08 ___ Jamaican

09 ___ Haitian

88 ___ Other (SPECIFY)________

____

200. How old are you?

____
(CODER: CODE IN COLS 19-20 OF EVERY CARD)

20-3 (EMI)

B-1.110

201. Where were you born? Was it on a farm, in a small town, in a city?

Col 27
1 ___ Farm
2 ___ Small town
3 ___ City

Col 27

202. What state (country if not U.S.) was it in? (DO NOT READ LIST)

Cols 28-29
01 ___ New York City
02 ___ New York State, not including N.Y.C.
03 ___ New England
04 ___ Mid-Atlantic, not including N.Y.S.
05 ___ South
06 ___ Midwest
07 ___ South West
08 ___ North West
10 ___ Puerto Rico
11 ___ Caribbean
12 ___ South America
13 ___ Europe
14 ___ Canada
88 ___ Other (SPECIFY)
____

Col 28 Col2

B-1.111

20-4 (EMI)

203. Where do you live now? (DO NOT READ LIST)

Cols 30-31
01 ___ Brooklyn
02 ___ Bronx
03 ___ Manhattan
04 ___ Richmond
05 ___ Queens
06 ___ Nassau County; Suffolk County
07 ___ Westchester County
08 ___ New Jersey
88 ___ Other (SPECIFY) ____________

___ Col 30 ___ Col 31

204. How long have you lived in this city? (NAMED ABOVE) (DO NOT READ LIST)

Cols 32-34 ___ (RECORD FIGURE IN MONTHS)

___ Col 32 ___ Col 33 ___ Col 34

Col 35 blank

205. Where else have you lived? (FOR EACH PLACE ASK "HOW LONG?" ELIMINATE SERVICE IN THE ARMED FORCES.)

(Do not ask)

Col 36 Total Number of Times Moved

Col 36

1-8 ___ (RECORD TOTAL NUMBER)

9 ___ Nine or more

Col 37 blank

Cols 38-42 First Mention

Location

Col 38 Col 39

Cols 38-39	01	Brooklyn
	02	Bronx
	03	Manhattan
	04	Richmond
	05	Queens
	06	Nassau County, Sulffolk
	07	Westchester County
	08	New Jersey
	09	New York State (not including above)
	10	Mid-Atlantic (not including above)
	11	New England
	12	South
	13	Midwest
	14	South West
	15	North West
	16	Puerto Rico
	17	Caribbean
	18	South America
	19	Europe
	20	Canada
	88	Other Location (SPECIFY) ________

205. cont.

Cols 40-42 - ___Length of residence (RECORD FIGURE IN MONTHS)

Col 40 Col 41 Col 42

Col 43 blank

Cols 44-48 Second Mention

Cols 44-45 ___Location

Col 44 Col 45

Cols 46-48 ___Length of residence (RECORD FIGURE IN MONTHS)

Col 46 Col 47 Col 48

Col 49 blank

Cols 50-54 Third Mention

Cols 50-51 ___Location

Col 50 Col 51

Cols 52-54 ___Length of residence (RECORD FIGURE IN MONTHS)

Col 52 Col 53 Col 54

Col 55 blank

Cols 56-60 Fourth Mention

Cols 56-57 ___Location

Col 56 Col 57

Cols 58-60 ___Length of residence (RECORD FIGURE IN MONTHS)

Col 58 Col 59 Col 60

Col 61 blank

Cols 62-66 Fifth Mention

Cols 62-63 ___Location

Col 62 Col 63

Cols 64-66 ___Length of residence (RECORD FIGURE IN MONTHS)

Col 64 Col 65 Col 66

Col 67 blank

205. cont.

Cols 40-42 - ___Length of residence (RECORD FIGURE IN MONTHS)

Col 40 Col 41 Col 42

Col 43 blank

Cols 44-48 Second Mention

Cols 44-45 ___Location

Col 44 Col 45

Cols 46-48 ___Length of residence (RECORD FIGURE IN MONTHS)

Col 46 Col 47 Col 48

Col 49 blank

Cols 50-54 Third Mention

Cols 50-51 ___Location

Col 50 Col 51

Cols 52-54 ___Length of residence (RECORD FIGURE IN MONTHS)

Col 52 Col 53 Col 54

Col 55 blank

Cols 56-60 Fourth Mention

Cols 56-57 ___Location

Col 56 Col 57

Cols 58-60 ___Length of residence (RECORD FIGURE IN MONTHS)

Col 58 Col 59 Col 60

Col 61 blank

Cols 62-66 Fifth Mention

Cols 62-63 ___Location

Col 62 Col 63

Cols 64-66 ___Length of residence (RECORD FIGURE IN MONTHS)

Col 64 Col 65 Col 66

Col 67 blank

20-7 (EMI)

206. Where were your parents born?

Cols 68-69 ___ Mother

Col 68 Col 69

01	Brooklyn
02	Bronx
03	Manhattan
04	Richmond
05	Queens
06	Nassau County, Suffolk
07	Westchester County
08	New Jersey
09	New York State (not including above)
10	Mid-Atlantic (not including above)
11	New England
12	South
13	Midwest
14	South West
15	North West
16	Puerto Rico
17	Caribbean
18	South America
19	Europe
20	Canada
88	Other Location (SPECIFY ________________

Cols 70-71 ___ Father

Col 70 Col 71

(Coder: Refer to above categories)

206a. What does (or did) your father do for a living? (GET FULL DESCRIPTION AND JOB TITLE) ________________________

____

(FOR CODER)
Cols 72-73 Functional Code

___ Col 72 ___ Col 73

Col 74 Ownership

1 ___ Owner

2 ___ Employee

___ Col 74

206b. What does (or did) your mother do for a living? (GET FULL DESCRIPTION AND JOB TITLE) ________________________

____

(FOR CODER)
Cols 75-76 Functional Code

___ Col 75 ___ Col 76

Col 77 Ownership

1 ___ Owner

2 ___ Employee

___ Col 77

Cols 78-80 blank

21-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

21-1 (EMI)

207. Are you:

Col 21 1___ Married? (ASK Q.207a)

2___ Never Married? (SKIP TO Q.207b)

3___ Widowed? (SKIP TO Q. 207b)

4___ Divorced? (ASK Q.207a)

5___ Separated? (AKS Q.207a)

8___ Other (SPECIFY)________

____ Col 21

207a. Is your husband (wife) working?

Col 22 1___ Yes (ASK Q.207ai)

3___ No (SKIP TO Q.207b)

____ Col 22

207ai. What is his (her) job?________________

____

(FOR CODER)
Cols 23-24 FUNCTIONAL CODE

____ Col 23 ____ Col 24

Col 25 OWNERSHIP

1___ Owner

2___ Employee

____ Col 25

Cols 26-33 blank

207b. Do you have any children?

Col 34 1___ Yes (ASK Q.207bi)

3___ No (SKIP TO Q.208)

____ Col 34

Cols 35-37 blank

207bi. How many? What are their ages?

CHILDREN AGE

Col 38 ___ Total number of children 0-5 years old

Col 39 ___ Total number of children 6-10 years old

Col 40 ___ Total number of children 11-16 years old

Col 41 ___ Total number of children 17-20 years old

Col 42 ___ Total number of children 21 and over

208. Who is the main support of your family? (DO NOT READ CATEGORIES)

Col 43 1 ___ Self
2 ___ Husband
3 ___ Wife
4 ___ Mother
5 ___ Father
6 ___ Siblings
8 ___ Other (SPECIFY) ___________

210. How many people do you help support?

Col 46-47 ____________________

___ Col 38

___ Col 39

___ Col 40

___ Col 41

___ Col 42

___ Col 43

Col 44-45 blank

___ Col 46 ___ Col 47

Col 48-60 blank

Interviewer Check List (TO BE FILLED OUT BY INTERVIEWER AFTER INTERVIEW HAS TAKEN PLACE AND NOT IN THE PRESENCE OF THE RESPONDENT, NOT ASKED.)

212. Sex of respondent:
(CODER: CODE IN COL 15 OF EVERY CARD)

Col 15 1 ____ Male
2 ____ Female

213. Race of respondent (APPEARANCE):
(CODER: CODE IN COL 16 OF EVERY CARD)

Col 16 1 ____ White
2 ____ Negro
3 ____ Puerto Rican
4 ____ Oriental
8 ____ Other (SPECIFY) ______________

214. Did respondent have difficulty understanding the questions? That is, did you need to rephrase questions?

Col 61 1 ____ None
2 ____ A little
3 ____ A great deal

___ Col 61

215. Did the respondent have difficulty answering the questions?

Col 62 1 ____ None
2 ___ A Little
3 ___ A great deal

___ Col 62

216. Was the respondent able to cummunicate his ideas? (THIS REFERS TO ENGLISH USAGE.)

Col 63 1 ____ No difficulty
2 ____ Some difficulty
3 ____ Much difficulty

____
Col 63

217. Did you have difficulty understanding respondent because of accent?

Col 64 1 ____ Yes
3 ____ No
4 ____ Interview conducted in Spanish

____
Col 64

Col 65 blank

221. How interested in the interview was the respondent?

Col 66 1 ____ Was very interested
2 ____ Fairly interested
3 ____ Hardly interested
4 ____ Not at all interested

____
Col 66

222. What was the respondent's attitude toward you?

Col 67 1 ____ Friendly and open
2 ____ Somewhat reserved
3 ____ Rather withdrawn and stiff
4 ____ Belligerent

____
Col 67

Cols 68-69 blank

B-1.121

21-5 (EMI)

Interviewee:________________________________

Interviewer:

Cols 70-71 ________________________________
(INTERVIEWER PLEASE PRINT
YOUR NAME HERE)

Length of interview

Cols 72-74 FROM _____ TO _____

Date of Interview

Cols 75-76 Month

01 _____ January
02 _____ February
03 _____ March
04 _____ April
05 _____ May
06 _____ June
07 _____ July
08 _____ August
09 _____ September
10 _____ October
11 _____ November
12 _____ December

Cols 77-78 Day

01-31 _____

Cols 79-80 Year

66 _____ 1966

67 _____ 1967

68 _____ 1968

_____ _____
Col 70 Col 71

_____ _____ _____
Col 72 Col73 Col74

_____ _____
Col 75 Col 76

_____ _____
Col 77 Col 78

_____ _____
Col 79 Col 80

B-1.122

22-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

22-1 (EMI)

(INTERVIEWER: DO NOT ASK THESE QUESTIONS. THESE ARE CODING INSTRUCTIONS.)

1. What is your job called? (CODER: TRANSCRIBE INFORMATION FROM Qs.1 & 4, CARD 01)

Cols 21-24 Industry

0000-**** Transcribe editing marks (S.I.C. Manual)

____ Col 21 ____ Col 22 ____ Col 23 ____ Col 24

Cols 25-56 Functional Code

00-** Transcribe editing marks (Code Supplement C)

____ Col 25 ____ Col 26

Col 27 GED (General Educational Development)

0-9 Transcribe editing marks (Code Supplement C)

____ Col 27

Col 28 SVP (Specific Vocational Preparation)

0-9 Transcribe editing marks (Code Supplement C)

____ Col 28

Col 29 Ownership

1 ___ Owner

2 ___ Employee

____ Col 29

Cols 30-32 DOT (Dictionary of Occupational Titles)

000-*** Transcribe editing marks (Code Supplement C)

____ Col 30 ____ Col 31 ____ Col 32

Cols 33-34 blank

22-2 (EM1)

10. Did you have any other kind of job in this company (hospital) before the one you have now?

10a. What was it? (CODER: CODE INFORMATION FROM Q.10a, CARD 01)

Cols 35-38 Industry

0000-**** Transcribe editing marks (S.I.C. Manual)

____

Col35 Col36 Col37 Col3

Cols 39-40 Functional Code

00-** Transcribe editing marks (Code Supplement C)

____

Col 39 Col 40

Col 41 GED (General Educational Development)

0-9 Transcribe editing marks (Code Supplement C)

____

Col 41

Col 42 SVP (Specific Vocational Preparation)

0-9 Transcribe editing marks (Code Supplement C)

____

Col 42

Col 43 Ownership

1 ____ Owner

2 ____ Employee

Col 43

Cols 44-46 DOT (Dictionary of Occupational Titles)

000-*** Transcribe editing marks (Code Supplement C)

____

Col 44 Col 45 Col 4

Cols 47-49 blank

89. If you could have any job at all in this company (hospital), which would you like to have? (CODER: TRANSCRIBE INFORMATION FROM Q.89, CARD 16)

Cols 50-53 Industry

0000-**** Transcribe editing marks (S.I.C. Manual)

___

___ Col50 ___ Col51 ___ Col52 ___ Co

Cols 54-55 Functional Code

00-** Transcribe editing marks (Code Supplement C)

___

___ Col 54 ___ Col 55

Col 56 GED (General Educational Development)

0-9 Transcribe editing marks (Code Supplement C)

___

___ Col 56

Col 57 SVP (Specific Vocational Preparation)

0-9 Transcribe editing marks (Code Supplement C)

___

___ Col 57

Col 58 Ownership

1 ___ Owner

2 ___ Employee

___ Col 58

Cols 59-61 DOT (Dictionary of Occupational Titles)

000-*** Transcribe editing marks (Code Supplement C)

___

___ Col 59 ___ Col 60 ___ Col

89. Con't

Col 62 Same or Different

1 ___ Same as present job

2 ___ Different from present job

$\overline{\text{Col 62}}$

Cols 63-64 blank

94. Would you like to learn to do a different kind of work than the work you do now?

94a. What kind of work would you like to learn? (CODER: TRANSCRIBE INFORMATION FROM Q.94a, CARD 16)

Cols 65-66 Functional Code

00-** Transcribe editing marks (Code Supplement C)

____

$\overline{\text{Col 65}}$ $\overline{\text{Col 66}}$

Col 67 Ownership

1 ___ Owner

2 ___ Employee

$\overline{\text{Col 67}}$

Col 68 For entire question

1 ___ Cols 65-67 coded

2 ___ Cols 65-66 coded only; Col 67 blank

3 ___ Col 67 coded only; Cols 65-66 blank

$\overline{\text{Col 68}}$

Col 69 blank

22-5 (EM1)

95. If you could choose anything at all, how would you choose to make your living? (CODER: TRANSCRIBE INFORMATION FROM Q.95, CARD 16)

Cols 70-71 Functional Code

00-** Transcribe editing marks (Code Supplement C)

____

____ Col 70 ____ Col 71

Col 72 Ownership

1 ___ Owner

2 ___ Employee

____ Col 72

Col 73 For entire question

1 ___ Cols 70-72 coded

2 ___ Cols 70-71 coded only; Col 72 blank

3 ___ Col 72 coded only; Cols 70-71 blank

____ Col 73

Col 74 Same or Different

1 ___ Same as present job

2 ___ Different from present job

____ Col 74

Cols 75-80 blank

B-1.128

31-1 (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-76 blank
Respondent's Supervisor during Phase I (CODER: TRANSCRIBE INFORMATION FROM Q. 3, CARD 01)	Col77 Col78 Col79 Col80

APPENDIX B-2

MODIFIED EMPLOYEE POST-TEST INTERVIEW SCHEDULE

APPENDIX B-2

MODIFIED EMPLOYEE POST-TEST
INTERVIEW SCHEDULE

2/68 EMII:3

MODIFIED EMPLOYEE POST-TEST
INTERVIEW SCHEDULE

B-2.001

2/68 EMII:3

My name is ______________________________. This interview is part of a study that is being done by Cornell University. You were interviewed by us a few weeks ago, and now we would like to interview you again. Just as before, your answers will be private. No one will see your answers or know what you say. You can tell me exactly what you think. There are no right or wrong answers. This is not a test.

It is very important that you give true answers, so if there is a question you don't want to answer tell me, rather than give me an answer you think I want to hear.

Please tell me if there is anything you don't understand about any question.

Is there anything you want to ask me now?

01-1(EMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
Training Status	Col 9
	Cols 10-12 blank
Department (CODER: TRANSCRIBE INFORMATION FROM Q.2, PHASE I)	Col 13 Col 14
Sex of Respondent (CODER: TRANSCRIBE INFORMATION FROM Q. 212, CARD 21)	Col 15
Race of Respondent (CODER: TRANSCRIBE INFORMATION FROM Q. 213 , CARD 21)	Col 16
Nationality (CODER: TRANSCRIBE INFORMATION FROM Q. 199, CARD 20, PHASE I)	Col 17 Col 18
Age (CODER: TRANSCRIBE INFORMATION FROM Q. 200 , CARD 20, PHASE I)	Col 19 Col 20
	Cols 21-30 blank

B-2.004

01-2(EMII)

Interview Status, Phase II

Col 31 1 ___ Interviewed

2 ___ Refused

3 ___ Sick leave

4 ___ Unable to be spared

5 ___ Not scheduled

6 ___ Resigned

8 ___ Other (SPECIFY)

____

$\overline{\text{Col 31}}$

Cols 32-34 blank

First, I'd like to get an idea about the job you have here now.

1. What job do you have here now? (SPECIFIC JOB TITLE)

____

____

____

1a. What exactly do you do on this job? (PROBE FOR A DETAILED DESCRIPTION OF DUTIES)

____

____

____

(CODER: CODE IN CONJUNCTION WITH INFORMATION IN Q.1 AND FILE ON CARD 22, COLS 21-32)

2a. Is this job different from the one you had when you were interviewed a few weeks ago?

Col 59 1 ___ Yes (ASK Qs 2b-2f)

3 ___ No (SKIP TO Q. 3)

(CODER: CODE ON CARD 42, COL 59)

2b. When was the change made?

Cols 61-62 Month

01 ___ January
02 ___ February
03 ___ March
04 ___ April
05 ___ May
06 ___ June
07 ___ July
08 ___ August
09 ___ September
10 ___ October
11 ___ November
12 ___ December

(CODER: CODE ON CARD 42, COLS 61-62)

Cols 63-64 Day

01-31 ___

(CODER: CODE ON CARD 42, COLS 63-64)

Cols 65-66 Year

67 ___ 1967

68 ___ 1968

(CODER: CODE ON CARD 42, COLS 65-66)

2c. What happened to bring about the change?
(NOTE IF IT WAS RESULT OF TRAINING PROGRAM)

Col 67 1 ___ Training program

___ Other (SPECIFY) ______

____

(CODER: CODE ON CARD 42, COL 67)

2e. How much an hour do you get now?

Cols 68-71 ________/hour

(CODER: CODE ON CARD 42, COLS 68-71)

2ei. What is your take-home pay per week now?

Cols 77-79 ________

(CODER: CODE ON CARD 42, COLS 77-79)

2f. Do you miss your old job, or don't you miss it?

Col 73
1 ___ Miss it very much
2 ___ Miss it somewhat
3 ___ Mixed feelings
4 ___ Miss it a little bit
5 ___ Don't miss it at all

(CODER: CODE ON CARD 42, COL 73)

3. What do you call the person you get your orders from? (IF MORE THAN ONE PERSON GIVES ORDERS, SUCH AS SUPERVISOR AND FOREMAN, NOTE WHO IS IN CHARGE OF THE DEPARTMENT AND SECTION WITH AN ASTERISK(*).

Cols 77-80
___ Foreman
___ Supervisor
___ Boss
___ Something else(SPECIFY)

3a. What is person's name?

____

(INTERVIEWER: USE NAME IN FUTURE QUESTIONS WHERE RESPONDENT IS ASKED TO EVALUATE SUPERVISOR.) (CODER: CODE IN CONJUNCTION WITH Q.3& FILE ON CARD 31, COLS 77-80)

6. Do you think that anyone at all can do your job, or does it take something special? (DO NOT READ RESPONSE CATEGORIES)

Col 35
1 ___ Training, experience or special knowledge needed
2 ___ Must like it, be interested
3 ___ Don't know, no response (IF RESPONDENT INSISTS)
4 ___ It's not difficult to learn
5 ___ Training, experience or special knowledge not needed

____ Col 35

Cols 36-57 blank

11. Do you think that your job is too hard, too easy, or just about right for you?

Col 58
1 ___ Too easy
2 ___ Sometimes easy
3 ___ Just about right (IF RESPONDENT INSISTS)
4 ___ Sometimes hard
5 ___ Too hard

____ Col 58

3a. What is person's name?

____

(INTERVIEWER: USE NAME IN FUTURE QUESTIONS WHERE RESPONDENT IS ASKED TO EVALUATE SUPERVISOR.) (CODER: CODE IN CONJUNCTION WITH Q.3& FILE ON CARD 31, COLS 77-80)

6. Do you think that anyone at all can do your job, or does it take something special? (DO NOT READ RESPONSE CATEGORIES)

Col 35
1 ___ Training, experience or special knowledge needed
2 ___ Must like it, be interested
3 ___ Don't know, no response (IF RESPONDENT INSISTS)
4 ___ It's not difficult to learn
5 ___ Training, experience or special knowledge not needed

____ Col 35

Cols 36-57 blank

11. Do you think that your job is too hard, too easy, or just about right for you?

Col 58
1 ___ Too easy
2 ___ Sometimes easy
3 ___ Just about right (IF RESPONDENT INSISTS)
4 ___ Sometimes hard
5 ___ Too hard

____ Col 58

Cols 59-65 blank

12. Would you say that your job is usually interesting or is it usually boring? (TIME REFERENCE: NOW)

Col 66 1 ___ Extremely interesting

2 ___ Somewhat interesting

3 ___ About the same

4 ___ Somewhat boring

5 ___ Extremely boring

___
Col 66

Cols 67-73 blank

13. How important would you say your job is to the company (hospital); would you say it is very important, fairly important, or not at all important?

Col 74 1 ___ Very important

2 ___ Fairly important

3 ___ Not at all important

___ Don't know (IF RESPONDENT INSISTS)

___
Col 74

Cols 75-76 blank

14. Do you think that you are important to the company (hospital) or that you are just another worker?

Col 77 1 ___ Important

3 ___ Just another worker

2 ___ It depends (IF RESPONDENT INSISTS)

___
Col 77

Cols 78-80 blank

02-1(EMII)

(FOR CODER)	
Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blan

(INTERVIEWER: BEGIN HERE)

15. How do you feel about your job? Do you like it, or dislike it?

Col 21 1 ___ Like it very much

2 ___ Like it a little

3 ___ Like and dislike equally (IF RESPONDENT INSISTS)

4 ___ Dislike it a little

5 ___ Dislike it very much

___ Don't know (IF RESPONDENT INSISTS)

Col 21

Cols 22-55 blank

22. Is there a pension plan here?

(IF YES, ASK: "DO YOU PAY FOR ANY OF IT?")

Col 56 1 ___ Yes, and pays for some of it

2 ___ Yes, and does not pay for some of it

3 ___ Yes, and does not know if pays for some of it

4 ___ No pension plan

9 ___ Does not know about pension plan

Col 56

23. Is there a medical insurance plan here?
(IF YES, ASK: "DO YOU PAY FOR ANY OF IT?")

Col 57 1 ___ Yes, and pays for some of it

2 ___ Yes, and does not pay for some of it

3 ___ Yes, and does not know if pays for some of it

4 ___ No medical insurance

9 ___ Does not know about medical insurance

Col 57

Cols 58-80 blank

03-1(EMII)

(FOR CODER)

Firm Identification Number	___ Col 1
Population Identification Number	___ ___ ___ Col 2 Col 3 Col 4 Col 5 blank
Card Number	___ ___ Col 6 Col 7
Interview Phase	___ Col 8 Cols 9-20 blank

(INTERVIEWER: BEGIN HERE)

29. Do you feel that your rate of pay is too high, about right, or too low for the work you do?

Col 21	1 ___ Too high		___ Col 21
	2 ___ About right		
	3 ___ Too low		
	___ Don't know (IF RESPONDENT INSISTS)		

Cols 22-29 blank

B-2.013

03-2(EMII)

31. When you think of this company (hospital) as a place to work, would you say that most other companies (hospitals) that you know about are better places to work in, are worse or are about the same?

Col 30 1 ___ Most others are better
3 ___ Most others are worse
2 ___ Most others are about the same

___
Col 30

Cols 31-41 blank

33. Some people think that their job makes them feel like a nobody. Do you agree or disagree?

Col 42 1 ___ Agree very much
2 ___ Agree a little
3 ___ Disagree a little
4 ___ Disagree very much

___
Col 42

Cols 43-56 blank

38. Would you rather work among people who have jobs like your job, or among people who have better jobs, or among people who have worse jobs?

Col 57 2 ___ Like jobs
1 ___ Better jobs
3 ___ Worse jobs

___
Col 57

Cols 58-59 blank

B-2.014

03-3(EMII)

39.
39a. Do you think that any of the workers in the higher skill jobs here think that they are somebody and look down on the workers in the lower skill jobs? Do you think this is true of most of the higher skill workers, some of them, or very few?

Col 60 1 ___ Most

2 ___ Some

3 ___ Very few

4 ___ None

___ Don't know (IF RESPONDENT INSISTS)

___ Col 60

Col 61 blank

40.
40a. If you had some trouble with the foreman (supervisor) on the job, could you count on any of the people you work with to help you out of their own free will?

Col 62 1 ___ All of the people

2 ___ Most of the people

3 ___ Some of the people

4 ___ No

___ Col 62

Cols 63-70 blank

42. Do you have the feeling when there is trouble that workers in your department break up into little groups, that everyone sticks together, or that each one is for himself?

Col 71 2 ___ Break into groups

1 ___ Everyone sticks together

3 ___ Each one for himself

___ It depends (IF RESPONDENT INSISTS)

___ Col 71

Cols 72-80 blank

B-2.015

04-1 (EMII)

(FOR CODER)

Firm Identification Number — Col 1

Population Identification Number — Col 2 Col 3 Col 4

Col 5 blank

Card Number — Col 6 Col 7

Interview Phase — Col 8

INTERVIEWER START HERE

Cols 9-37 blank

226. Now that you have a better job with more money, do you think the people you used to work with here before, respect you more, respect you less, or didn't it make any difference to them?

Col 38
1 ___ Respect you more
3 ___ Respect you less
2 ___ Makes no difference

Col 38

Col 39 blank

227. Now that you have a better job with more money, do you think the people here you used to work with before are more friendly to you, less friendly, or didn't it make any difference to them?

Col 40
1 ___ More friendly
3 ___ Less friendly
2 ___ Makes no difference

Col 40

Cols 41-43 blank

48a. Do any workers around here (not your foreman) ask your advice about personal things?

Col 44

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

___ Col 44

Col 45 blank

48b. Do any workers around here (not your foreman) ask your advice about things to do with the job?

Col 46

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

___ Col 46

Col 47 blank

48bi. When you want to get advice about things to do with your job, do you go to any of the workers around here?

Col 48

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

___ Col 48

Col 49 blank

48bii When you want to get advice about things to do with your job, do you go to your supervisor?

Col 50

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

Col 50

Col 51 blank

48biii When you want to get advice about personal things, do you go to your supervisor?

Col 52

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

Col 52

Col 53 blank

49. When you want to get advice about personal things, do you ever go to other workers around here?

Col 54

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

Col 54

Cols 55-64 blank

If you were to describe your supervisor (TITLE) would you say:

50. He takes a personal interest in his workers' problems?

Col 65

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

___ Col 65

Col 66 blank

51. He tries to get the most work out of his workers no matter what?

Col 67

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

___ Col 67

Col 68 blank

52. He will do anything to keep his own record good with the company (hospital) no matter who gets hurt?

Col 69

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

___ Col 69

Col 70 blank

53. He treats everyone alike?

Col 71
1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree

___
Col 71

Col 72 blank

54. He treats his workers like children?

Col 73
1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree

___
Col 73

Cols 74-80 blank

05-1(EMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
(INTERVIEWER: BEGIN HERE)	Cols 9-20 blank

55. In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you feel about working here?

Col 21 1 ___ Part of a big family

3 ___ Part of a big machine

2 ___ Somewhere in between (IF RESPONDENT INSISTS)

Col 21

Cols 22-26 blank

56. Do you think that you could almost drop dead at work and the bosses wouldn't notice, or do you feel they care for you here as a person?

Col 27 3 ___ Nobody notices you

1 ___ They really care for you

2 ___ Some do, some don't (IF RESPONDENT INSISTS)

___ Col 27

Cols 28-29 blank

I am going to read two statements about changes in rules that are made here. I would like you to tell me if you agree or disagree.

57. Rules are changed here without warning.

Col 30 4 ___ Agree very much

3 ___ Agree a little

2 ___ Disagree a little

1 ___ Disagree very much

___ Col 30

Col 31 blank

58. Rules are changed here regardless of their effect on the workers.

Col 32 4 ___ Agree very much

3 ___ Agree a little

2 ___ Disagree a little

1 ___ Disagree very much

___ Col 32

Col 33 blank

B-2.022

05-3(EMII)

59. Do you feel you could improve the way things are done around here?

Col 34 1 ___ Yes (ASK Q. 59b)

3 ___ No (SKIP TO Q. 60)

___ Don't know

Col 34

Cols 35-39 blank

59b. Would you consider offering any ideas about improving the way things are done around here?

Col 40 1 ___ Yes

3 ___ No

Col 40

60. Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better or that makes it not as good as other companies (hospitals) to work for. What do you think is true?

Cols 41-48 blank

Col 49 2 ___ Like any other

1 ___ Something that makes it better

3 ___ Something that makes it not as good

Col 49

Cols 50-[illegible] blank

75. When somebody asks you, "What work do you do?" do you have any feeling about telling what you do?

Col 55 1 ___ Yes (ASK Q. 75a)

3 ___ No (SKIP TO Q.134)

Col 55

B-2.023

05-4(EMII)

Col 56 blank

75a. What do you feel? (DO NOT READ CATEGORIES)

Col 57 1 ___ Positive: good

2 ___ Negative: bad

7 ___ Does not apply

8 ___ Other (SPECIFY) ________

____

___ Don't know

Col 57

Cols 58-80 blank

11-1(EMII)

(FOR CODER)	
Firm Identification Number	____ Col 1
Population Identification Number	____ Col 2 ____ Col 3 ____ Col 4 Col 5 blank
Card Number	____ Col 6 ____ Col 7
Interview Phase	____ Col 8

(INTERVIEWER: BEGIN HERE)

These are things that people may believe or that they may feel. Tell me whether you agree or disagree with them.

(ASK AFTER READING EACH, "DO YOU AGREE WITH THAT OR DISAGREE?" THEN, ASK: "VERY MUCH OR A LITTLE")

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

	Cols 9-20 blank
134. I think that I am a person who cares about the feelings of other people. Col 21 ____	Col 21

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

135. I believe that people usually help each other.

Col 22 ____

136. I think that I have to look out for myself in this world.

Col 23 ____

137. I am able to do things as well as most other people.

Col 24 ____

138. I believe that people are out for themselves.

Col 25 ____

139. I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.

Col 26 ____

Col 22

Col 23

Col 24

Col 25

Col 26

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

140. I think that there are many people who care what happens to me.

Col 27 ____

____
Col 27

141. There is much in my life that I am proud of.

Col 28 ____

____
Col 28

142. I feel uncomfortable with many people.

Col 29 ____

____
Col 29

143. I am respected as a person by all kinds of people.

Col 30 ____

____
Col 30

144. All in all, I pretty much feel that I am a failure.

Col 31 ____

____
Col 31

145. It upsets me very much to see another person suffer.

Col 32 ____

____
Col 32

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

146. I like to stand up for what I believe in when I am in a group, even when no one else agrees with me.

Col 33 ____

Col 33

147. I hardly ever feel like picking a fight with anyone.

Col 34 ____

Col 34

148. There are times when I feel as if I'm gettin a raw deal from life.

Col 35 ____

Col 35

149. It usually bothers me to see someone made fu of in front of others regardless of what he' done.

Col 36 ____

Col 36

150. I like arguing with a supervisor or someone I have to take orders from.

Col 37 ____

Col 37

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

151. I just can't stay mad even when I think I should.

Col 38 ___

Col 38

152. At times I have a strong feeling to do something bad or shocking.

Col 39 ___

Col 39

153. If I happen to hurt someone without meaning to, I usually don't let it bother me.

Col 40 ___

Col 40

154. I enjoy taking chances in games and in life.

Col 41 ___

Col 41

155. I have often either broken rules and regulations or really wanted to.

Col 42 ___

Col 42

11-6 (EMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

156. I don't admire anybody very much

Col 43 ____

____
Col 43

157. At times I feel like smashing things.

Col 44 ____

____
Col 44

Col 45 blank

158. There is no use in training Negroes and Puerto Ricans for better jobs because most white employers wouldn't hire them anyway.

Col 46 ____

____
Col 46

159. One way to do away with discrimination is to pass stronger laws.

Col 47 ____

____
Col 47

160. There will always be poor people.

Col 48 ____

____
Col 48

161. The police are tougher on Negroes and Puerto Ricans than they are on most other people.

Col 49 ____

____
Col 49

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

162. Unions don't help you; they just collect your dues.

Col 50 ____

Col 50

163. In this country most people don't want to see colored people moved up to better jobs.

Col 51 ____

Col 51

164. People who don't have much money can't expect to get justice in the courts.

Col 52 ____

Col 52

165. I am able to do much more skilled work than I do now.

Col 53 ____

Col 53

166. Groups that are for discrimination should be outlawed.

Col 54 ____

Col 54

11-8 (EMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

167. Unions have helped better conditions for working people.

Col 55 ____

Col 55

168. If you speak with a different accent it counts against you, no matter what you do.

Col 56 ____

Col 56

169. There will always be people who are discriminated against.

Col 57 ____

Col 57

170. Even if I could do more skilled work than I do now I would not get a chance to do it here.

Col 58 ____

Col 58

171. Negro and Puerto Rican children are receiving as good an education as white children.

Col 59 ____

Col 59

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

172. There is very little that minority groups can do to change things in this country.

Col 60 ____

Col 60

173. The civil rights movement is a good thing for this country.

Col 61 ____

Col 61

174. The civil rights movement is moving too slowly.

Col 62 ____

Col 62

175. Negroes can only win their rights if they fight for them themselves.

Col 63 ____

Col 63

176. In the next five years we can expect that the attitude of white people about civil rights will be worse.

Col 64 ____

Col 64

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

177. Negroes and Puerto Ricans are better off today than they were five years ago.

Col 65 ____

Col 65

178. Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.

Col 66 ____

Col 66

Col 67 blank

179. This department is a pleasant place to work.

Col 68 ____

Col 68

180. This department does good work.

Col 69 ____

Col 69

181. This department is a friendly place to work.

Col 70 ____

Col 70

182. The people in this department argue a lot.

Col 71 ____

Col 71

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

184. There are a lot of stuck up people in this department.

Col 72 ____

____
Col 72

These are ways people sometimes feel. Please tell me if you feel that way very often, sometimes, hardly ever, or never.

1 Very often

2 Sometimes

3 Hardly ever

4 Never

Col 73 blank

How often do you feel:

185. That you have no one to turn to.

Col 74 ____

____
Col 74

186. That you have problems with your life that are too much for you.

Col 75 ____

____
Col 75

187. Upset when people find fault with you.

Col 76 ____

____
Col 76

1 Very often
2 Sometimes
3 Hardly ever
4 Never

How often do you feel:

189. That people laugh at you.

Col 77 ____

____
Col 77

A lot of people have different ideas about working. Here are some of these ideas. Do you agree or disagree?

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

98. A job is just a way to make money and it's better to find the easiest job that pays the most.

Col 78 ____

____
Col 78

99. If you are willing to work hard, the boss will just take advantage of you.

Col 79 ____

____
Col 79

11-13(EMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

100. People who try to get ahead are not really liked by other people.

Col 80 _____

Col 80

(FOR CODER)

Firm Identification Number

______
Col 1

Population Identification Number

______ ______ ______
Col 2 Col 3 Col 4
Col 5 blank

Card Number

______ ______
Col 6 Col 7

Interview Phase

______
Col 8

(INTERVIEWER: BEGIN HERE)

89. If you could have any job at all in this company (hospital), which would you like to have? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(CODER: THIS QUESTION CODED ON CARD 22, COLS 50-62)

Cols 9-44 blank

92. Do you think you could ever get it?

Col 45 1 ___ Very likely
2 ___ Somewhat likely
3 ___ 50-50 chance
4 ___ Somewhat unlikely
5 ___ Very unlikely

______
Col 45

Cols 46-64 blank

95. If you could choose anything at all, how would you choose to make your living? (THIS MEANS ACTUALLY WORKING AT SOMETHING) (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(CODER: THIS QUESTION CODED ON CARD 22, COLS 70-72 and COL 74)

102. How much take-home pay each week do you need now to just get along?

Cols 65-67 _______ (RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR)

___ Col 65 ___ Col 66 ___ Col 67

102a. Are you thinking of yourself?

Col 79 1 ___ Yourself

2 ___ You and your family

(CODER: THIS QUESTION CODED IN COL 79, THIS CARD)

Col 68 blank

103. How much take-home pay each week do you need now in order to be comfortable?

Cols 69-71 _______ (RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR)

___ Col 69 ___ Col 70 ___ Col 71

16-3(EMII)

Col 72 blank

(FOR CODER)

Discrepancy between response to Q. 102 and Q. 103

Col 73 + ___ Plus

- ___ Minus

___ Col 73

(CODER: DO NOT CODE IN COLS 74-77. THIS OPERATION WILL BE DONE BY MACHINE.)

Cols 74-76 DISCREPANCY

Col 74 Col 75 Col 76

Col 77 blank

Col 78 CALCULATION OF DISCREPANCY

Blank ___ Discrepancy score can be determined

2 ___ Discrepancy score cannot be determined

___ Col 78

Col 79
(CODER: TRANSCRIBE INFORMATION FROM Q. 102a, THIS CARD)

___ Col 79

Col 80 blank

17-1 (EMII)

(FOR CODER)

Firm Identification Number

Col 1

Population Identification Number

Col 2 Col 3 Col 4

Col 5 blank

Card Number

Col 6 Col 7

Interview Phase

Col 8

Cols 9-20 blank

INTERVIEWER START HERE

105. If you had $100 clear coming in every week without working, would you want to quit working or would you want to continue working? (ANY KIND OF INCOME-PRODUCING ACTIVITY IS A CONTINUE WORKING RESPONSE)

Col 21 3 ___ Quit working

1 ___ Continue working full-time

2 ___ Continue working part-time

___ don't know

Col 21

Cols 22-27 blank

17-2 (EMII)

228. Now that you have a better job, what do you think are your chances of getting a still better job in this company (hospital)? Do you think they are very good, good, fair, or poor?

Col 28 1 ___ Very good

2 ___ Good

3 ___ Fair

4 ___ Poor

___

Col 28

Col 29 blank

228a. Why do you say that? (DO NOT READ CATEGORIES)

Col 30 1 ___ Opportunity structure mentioned e.g., they give you a chance here; if you get a little more experience, they promote you.

2 ___ Self-appraisal mentioned e.g., I don't have a bad work record; they see the kind of work I do here.

___

Col 30

Cols 31-32 blank

108. Supposing another company (hospital) offered you the same kind of job you have here, at the same pay. Would you be interested in taking it?

Col 33 1 ___ Definitely interested

2 ___ Probably interested

3 ___ Undecided

4 ___ Probably not interested

5 ___ Definitely not interested

___

Col 33

Cols 34-35 blank

108b. Supposing they offered you the same kind of job with about a ten percent increase in pay. Would you be interested in it?

Col 36 1 ___ Definitely interested

2 ___ Probably interested

3 ___ Undecided

4 ___ Probably not interested

5 ___ Definitely not interested

Col 36

Cols 37-44 blank

109. Supposing you quit your job today, do you think you would have any trouble getting another job at about the same rate of pay? (WE MEAN PERSON AS THEY ARE NOW, WITHOUT ANY SPECIAL TRAINING, WITH THEIR VIEW OF WHAT'S AVAILABLE.)

Col 45 1 ___ Yes, would have a great deal of trouble (ASK Q. 109a)

2 ___ Maybe some trouble (ASK Q. 109a)

3 ___ No trouble (SKIP TO Q. 109b)

___ Don't know (SKIP TO Q. 109b)

Col 45

Col 46 blank

109a. Why do you think you would have trouble? (DO NOT READ CATEGORIES)

Col 47
1 ___ Starting wage too low
2 ___ Age; disability
3 ___ Lack of education; no training
4 ___ Racial discrimination
5 ___ No job opportunities
8 ___ Other (SPECIFY)___________
____

___ Col 47

109b. Do you think you would have any trouble getting a better job at more pay?

Col 48
1 ___ Yes, would have a great deal of trouble
2 ___ Yes, maybe some trouble
3 ___ No trouble
___ Don't know

___ Col 48

Cols 49-80 blank

18-1(EMII)

(FOR CODER)

Firm Identification Number — Col 1

Population Identification Number — Col 2 Col 3 Col 4

Col 5 blank

Card Number — Col 6 Col 7

Interview Phase — Col 8

Cols 9-20 blank

INTERVIEWER START HERE

122. Suppose you got a job in some other company (hospital), would you feel sorry about leaving here?

Col 21 — Col 21
1 ___ Very sorry
2 ___ Somewhat sorry
3 ___ Mixed feelings
4 ___ Somewhat glad
5 ___ Very glad

Col 22 blank

123. Would you miss your friends here?

Col 23 — Col 23
1 ___ A great deal
2 ___ Somewhat
3 ___ A Little bit
4 ___ Hardly at all
5 ___ Not at all

Col 24 blank

B-2.045

18-2(EMII)

124. Would you miss the people you work with?

Col 25
1 ___ A great deal
2 ___ Somewhat
3 ___ A little bit
4 ___ Hardly at all
5 ___ Not at all

___ Col 25

Col 26 blank

125. Would you miss your foreman (title)?

Col 27
1 ___ A great deal
2 ___ Somewhat
3 ___ A little bit
4 ___ Hardly at all
5 ___ Not at all

___ Col 27

Col 28 blank

127. Would you miss doing the kind of work you do here?

Col 29
1 ___ A great deal
2 ___ Somewhat
3 ___ A little bit
4 ___ Hardly at all
5 ___ Not at all

___ Col 29

Col 30 blank

18-3(EMII)

128. Supposing you didn't have a job and somebody offered you a job that gave you $100 a week, and somebody else offered you a job for $75 a week now, with the chance of making $150 a week in the next few years, which would you take?
(STRESS THE CHANCE IN THE SECOND CHOICE.)

Col 31 1 ___ $100 per week

3 ___ $75 now with a chance of $150 later

Col 31

Col 32 blank

129. Would you be willing to take a chance at a better job with more pay even if you weren't sure you could make good on it, or would you rather work at a job like you have which you are sure you can do?

Col 33 1 ___ A chance at a better paying job

3 ___ Job like present job

Col 33

130aa. Supposing somebody offered you a job around here or closer to home for the same amount of money you are making now, and somebody else offered you a job one half hour further away from home than you are now, with a chance of doubling your wages in the next few years. Which would you take?

Col 34 1 ___ Job close to home with same pay

3 ___ Job further away from home with a chance at double wages

Col 34

Cols 35-80 blank

B-2.047

19-1(EMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8

(INTERVIEWER: BEGIN HERE)

Now, some more questions about you in particular.

Cols 9-20 blank

190. You said your take-home pay is _______ for a week. (THIS IS FROM Q. 28) How much a week do you think you will be making a year from now?

Cols 21-23 ________

Col 21 Col 22 Col 23

Cols 24-25 blank

191. How much a week do you think you will be making five years from now?

Cols 26-28 ________

Col 26 Col 27 Col28

Cols 29-80 blank

21-1(EMII)

(FOR CODER)

Firm Identification Number	___ Col 1
Population Identification Number	___ Col 2 ___ Col 3 ___ Col Col 5 blank
Card Number	___ Col 6 ___ Col 7
Interview Phase	___ Col 8

(INTERVIEWER: BEGIN HERE)

Interviewer Check List (TO BE FILLED OUT BY INTERVIEWER AFTER INTERVIEW HAS TAKEN PLACE AND NOT IN THE PRESENCE OF THE RESPONDENT. NOT ASKED.)

212. Sex of respondent:
(CODER: CODE IN COL 15, CARD 01)

Col 15 1 ___ Male

2 ___ Female

213. Race of respondent (APPEARANCE):
(CODER: CODE IN COL 16, CARD 01)

Col 16 1 ___ White

2 ___ Negro

3 ___ Puerto Rican

4 ___ Oriental

8 ___ Other (SPECIFY) ________

____

214. Did respondent have difficulty understanding the questions? That is, did you need to rephrase questions?

Cols 9-60 blank

Col 61 1 ___ None

2 ___ A little

3 ___ A great deal

Col 61

215. Did the respondent have difficulty answering the questions?

Col 62 1 ___ None

2 ___ A little

3 ___ A great deal

Col 62

216. Was the respondent able to communicate his ideas? (THIS REFERS TO ENGLISH USAGE.)

Col 63 1 ___ No difficulty

2 ___ Some difficulty

3 ___ Much difficulty

Col 63

217. Did you have difficulty understanding respondent because of accent?

Col 64 1 ___ Yes

3 ___ No

4 ___ Interview conducted in Spanish

Col 64

Col 65 blank

221. How interested in the interview was the respondent?

Col 66 1 ___ Was very interested
2 ___ Fairly interested
3 ___ Hardly interested
4 ___ Not at all interested

___ Col 66

222. What was the respondent's attitude toward you?

Col 67 1 ___ Friendly and open
2 ___ Somewhat reserved
3 ___ Rather withdrawn and stiff
4 ___ Belligerent

___ Col 67

Cols 68-69 blank

Interviewee: ____________________

Interviewer:

Cols 70-71 ____________________
(INTERVIEWER PLEASE PRINT YOUR NAME HERE)

___ Col 70 ___ Col 71

Length of Interview

Cols 72-74 FROM _____ TO _____

___ Col 72 ___ Col73 ___ Col74

Date of Interview

Cols 75-76 Month

Col 75 Col 76

01 ___ January
02 ___ February
03 ___ March
04 ___ April
05 ___ May
06 ___ June
07 ___ July
08 ___ August
09 ___ September
10 ___ October
11 ___ November
12 ___ December

Cols 77-78 Day

Col 77 Col 78

01-31 _____

Cols 79-80 Year

Col 79 Col 80

66 ___ 1966

67 ___ 1967

68 ___ 1968

B-2.052

22-1(EMII)

(FOR CODER)	
Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
(INTERVIEWER: DO NOT ASK THESE QUESTIONS. THESE ARE CODING INSTRUCTIONS.)	Cols 9-20 blank
1. What is your job called? (CODER: TRANSCRIBE INFORMATION FROM Qs. 1 ¢ 1a, CARD 01)	
Cols 21-24 Industry 0000-**** Transcribe editing marks (S.I.C. Manual) ______	Col 21 Col 22 Col 23 Col 24
Cols 25-26 Functional Code 00-** Transcribe editing marks (Code Supplement C) ______	Col 25 Col 26

22-2(EMII)

Col 27 GED (GENERAL EDUCATIONAL DEVELOPMENT)

0-9 Transcribe editing marks (CODE SUPPLEMENT C)

____ Col 27

Col 28 SVP (SPECIFIC VOCATIONAL PREPARATION)

0-9 Transcribe editing marks (CODE SUPPLEMENT C)

____ Col 28

Col 29 Ownership

1 ___ Owner

2 ___ Employee

____ Col 29

Cols 30-32 DOT (DICTIONARY OF OCCUPATIONAL TITLES)

000-*** Transcribe editing marks (CODE SUPPLEMENT C)

____ Col30 ____ Col31 ____ Col32

Cols 33-49 blank

89. If you could have any job at all in this company (hospital), which would you like to have?
(CODER: TRANSCRIBE INFORMATION FROM Q. 89, CARD 16)

Cols 50-53 Industry

0000-**** Transcribe editing marks
________ (S.I.C. Manual)

____ Col50 ____ Col51 ____ Col52 ____ Col53

22-3(EMII)

Cols 54-55 Functional Code

00-** Transcribe editing marks (Code Supplement C)

Col 54 Col 55

Col 56 GED (General Educational Development)

0-9 Transcribe editing marks (Supplement C)

Col 56

Col 57 SVP (Specific Vocational Preparation)

0-9 Taanscribe editing marks (Code Supplement C)

Col 57

Col 58 Ownership

1 ___ Owner

2 ___ Employee

Col 58

Cols 59-61 DOT (Dictionary of Occupational Titles)

000-*** Transcribe editing Marks Code Supplement C)

Col 59 Col 60 Col 61

Col 62 Same or Different

1 ___ Same as present job

2 ___ Different from present job

Col 62

95. If you could choose anything at all, how would you choose to make your living? (CODER: TRANSCRIBE INFORMATION FROM Q.95, CARD 16)

Cols 63-69 blank

Cols 70-71 Functional Code

00-** Transcribe editing marks (CODE SUPPLEMENT C)

____

Col 70 Col 71

Col 72 Ownership

1 ___ Owner

2 ___ Employee

Col 72

Col 73 For entire question.

1 ___ Cols 70-72 coded

2 ___ Cols 70-71 coded only; Col 72 blank

3 ___ Col 73 coded only; Cols 70-71 blank

Col 73

Col 74 Same or Different

1 ___ Same as present job

2 ___ Different from present job

Col 74

Cols 75-80 blank

B-2.056

31-1 (EMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-76 blank
(CODER: TRANSCRIBE INFORMATION FROM Qs. 3 & 3a, CARD 01)	Col 77 Col 78 Col 79 Col 80

B-2.057

38-1(EMII)

(FOR CODER)

Firm Identification Number

___
Col 1

Population Identification Number

___ ___ ___
Col 2 Col 3 Col 4

Col 5 blank

Card Number

___ ___
Col 6 Col 7

Interview Phase

___
Col 8

INTERVIEWER: BEGIN HERE

Cols 9-20 blank

229. I would like to ask you about the training program you have just taken. In general, would you say you liked it, or disliked it, and how much; very much, or a little?

Col 21 1 ___ Liked it very much (ASK Q. 229a)

2 ___ Liked it a little (ASK Q. 229a)

3 ___ Liked it and disliked it equally (ASK Qs. 229a & b)

4 ___ Disliked it a little (ASK Q. 229b)

5 ___ Disliked it very much (ASK Q. 229b)

___
Col 21

Col 22 blank

229a. What did you like most about it?
(DO NOT READ CATEGORIES)

Cols 23-24 Job Related

Col 23 Col 24

01 ___ Skill training e.g., what worker must know to meet demands of new job

02 ___ Interpersonal e.g., how to deal with people

03 ___ Management policies

04 ___ Union policies

06 ___ Other job related(SPECIFY)

____

Non-Job Related

07 ___ Medicaid, Medicare, personal health, career guidance, etc.

88 ___ Other non-job related

(SPECIFY)___________

____

229b. What did you dislike most about it?
(DO NOT READ CATEGORIES)

Cols 40-41 Job Related

01 ___ Skill training, e.g. what worker must know to meet demands of new job

02 ___ Interpersonal e.g., how to deal with people

03 ___ Management policies

04 ___ Union policies

06 ___ Other job related

(SPECIFY) __________

____

Non-Job Related

07 ___ Medicaid, Medicare, personal health, career guidance, etc.

88 ___ Other non-job related

(SPECIFY) __________

____

(CODER: CODE ON THIS CARD, COLS 40-41)

38-4(EMII)

229A. Did you have any doubts about the people who were behind the program?

Col 77 5 ___ A lot of doubt
4 ___ Some doubt
2 ___ Very little doubt
1 ___ No doubt at all
3 ___ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE ON THIS CARD, COL 77)

229B. Did you have any doubts about the program itself?

Col 78 5 ___ A lot of doubt
4 ___ Some doubt
2 ___ Very little doubt
1 ___ No doubt at all
3 ___ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE ON THIS CARD, COL 78)

229C. Did you have any doubts about your own ability to get through the program?

Col 79 5 ___ A lot of doubt
4 ___ Some doubt
2 ___ Very little doubt
1 ___ No doubt at all
3 ___ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE ON THIS CARD, COL 79)

229D. Did your feelings toward the training program change from the time you heard about it to the time you were selected for training?

In what way were your feelings changed?

Col 26
1 ___ Very much in a positive direction
2 ___ Somewhat in a positive direction
3 ___ No change
4 ___ Somewhat in a negative direction
5 ___ Very much in a negative direction

(CODER: CODE ON THIS CARD, COL 26)

230. Did your feelings toward the training program change in any way while you were taking it?

Col 25
1 ___ Very much in a positive direction (ASK Q. 230b)
2 ___ Somewhat in a positive direction (ASK Q. 230b)
3 ___ No change (SKIP TO Q. 232)
4 ___ Somewhat in a negative direction (ASK Q. 230b)
5 ___ Very much in a negative direction (ASK Q. 230b)

Col 25

Col 26
(CODER: TRANSCRIBE INFORMATION FROM
Q. 229D, THIS CARD)

Col 26

--

Col 27 blank

230b. When did this happen?

Col 28
1 ___ Early in program
2 ___ Middle of program
3 ___ End of program
4 ___ After program was completed
7 ___ Does not apply

Col 28

Cols 29-32 blank

232. How useful do you think the training program was in preparing you for your new job? Was it very useful, somewhat useful, only a little useful or not at all useful?

Col 33
1 ___ Very useful
2 ___ Somewhat useful
3 ___ Only a little useful
4 ___ Not at all useful

Col 33

Col 34 blank

232a. Why do you say that?

Cols 35-36

Job Related

01 ___ Skill training e.g., what worker must know to meet demands of new job

02 ___ Interpersonal e.g., how to deal with people

03 ___ Management policies

04 ___ Union policies

06 ___ Other job related (SPECIFY) ___________

____

Non-Job Related

07 ___ Medicaid, Medicare, personal health, career guidance, etc.

88 ___ Other non-job related

(SPECIFY)____________________

___ Col 35 ___ Col 36

233. How useful was the training program in teaching you the operations you need to know to do your new job? Very useful, somewhat, only a little, or not at all?

Col 37

1 ___ Very useful

2 ___ Somewhat useful

3 ___ Only a little useful

4 ___ Not at all useful

___ Col 37

Col 38 blank

234. How useful was the training program in teaching you how to deal with people on your new job?

Col 39 1 ___ Very useful

2 ___ Somewhat useful

3 ___ Only a little useful

4 ___ Not at all useful

___ Col 39

Cols 40-41
(CODER: TRANSCRIBE INFORMATION FROM Q. 229b, THIS CARD)

___ Col 40 ___ Col 41

235. How useful was the training program in teaching you how your work fits into the whole company?

Col 42 1 ___ Very useful

2 ___ Somewhat useful

3 ___ Only a little useful

4 ___ Not at all useful

___ Col 42

Cols 43-48 blank

237. Did you find the training program was useful in teaching you things for your own use outside the job?

Col 49 ___ (USE CATEGORIES ABOVE)

___ Col 49

Col 50 blank

237a. What did you learn that was most helpful?

Col 51 1 ___ Money management
2 ___ Health, e.g., personal, mental
3 ___ Family counseling
4 ___ Career guidance
5 ___ Broad cultural exposure
6 ___ Medicaid, Medicare
7 ___ Does not apply
8 ___ Other (SPECIFY) ________
____
9 ___ Interpersonal relations

____
Col 51

239. How good do you think the trainer was in teaching the program? Did he do a very good job, a good job, a fair job or a poor job?

Cols 52-54 blank

Col 55 1 ___ Very good
2 ___ Good
3 ___ Fair
4 ___ Poor

____
Col 55

240. Do you think the way the training program was run could be improved?

Cols 56-58 blank

Col 59 1 ___ A great deal
2 ___ Some
3 ___ Very little
4 ___ No

____
Col 59

38-10(EMII)

Cols 60-61 blank

241. Did you have any difficulties with the program?

Col 62 1 ___ A great deal
2 ___ Some
3 ___ Very little
4 ___ No

Col 62

Cols 63-69 blank

244. How often did you feel like dropping out; very often, sometimes, almost never, or never?

Col 70 1 ___ Very often
2 ___ Sometimes
3 ___ Almost never
4 ___ Never

Col 70

Cols 71-72 blank

245. How well do you think you did as compared to the other trainees?

Col 73 1 ___ In the top few
2 ___ Better than most
3 ___ About average
4 ___ A little below average
5 ___ Not well at all

Col 73

Col 74 blank

245b. Why do you say that?

Col 75

1 ___ Degree of participation
2 ___ Degree of knowledge obtained
3 ___ Supervisor evaluation
4 ___ Diploma
4 ___ Trainer's evaluation
8 ___ Other (SPECIFY)_______
____

___ Col 75

246. If you had your choice, and could to it all over again, do you think you would still be interested in taking part in the training program?

Col 76

1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested

___ Col 76

(CODER: TRANSCRIBE INFORMATION FROM Q. 229A, THIS CARD)

___ Col 77

(CODER: TRANSCRIBE INFORMATION FROM Q. 229B, THIS CARD)

___ Col 78

(CODER: TRANSCRIBE INFORMATION FROM Q. 229C, THIS CARD)

___ Col 79

Col 80 blank

B-2.068

39-1(EMII)

(FOR CODER)

Firm Identification Number	____ Col 1
Population Identification Number	____ ____ ____ Col 2 Col 3 Col 4 Col 5 blank
Card Number	____ ____ Col 6 Col 7
Interview Phase	____ Col 8
INTERVIEWER: BEGIN HERE	Cols 9-20 blank

247. Did you get into discussions about the program with people at work who were not in the training program?

Col 21

1 ___ Very often

2 ___ Often

3 ___ Once in awhile

4 ___ Seldom

5 ___ Never

____
Col 21

Cols 22-24 blank

247aii. Did you get into discussions about the program with other trainees outside the training sessions?

Col 25

1 ___ Very often

2 ___ Often

3 ___ Once in awhile

4 ___ Seldom

5 ___ Never

____
Col 25

Col 26 blank

247A. Did you get into discussions about the program with your friends outside the plant (hospital)?

Col 27
1 ___ Very often
2 ___ Often
3 ___ Once in awhile
4 ___ Seldom
5 ___ Never

Col 27

247B. Did you get into discussions about the program with your family?

Col 28
1 ___ Very often
2 ___ Often
3 ___ Once in awhile
4 ___ Seldom
5 ___ Never

Col 28

247aiv. Did you get into discussions about the program with supervisors or foremen?

Col 29
1 ___ Very often
2 ___ Often
3 ___ Once in awhile
4 ___ Seldom
5 ___ Never

Col 29

B-2.070

39-3(EMII)

Cols 30-34 blank

247ci. Did the people not in the training program think the program was a good thing?

Col 35
1 ___ All of them
2 ___ Most of them
3 ___ Half of them
4 ___ Few of them
5 ___ None of them

___ Col 35

Col 36 blank

247cii. Did the other trainees think the training program was a good thing?

Col 37
1 ___ All of them
2 ___ Most of them
3 ___ Half of them
4 ___ Few of them
5 ___ None of them

___ Col 37

247C. Did your friends outside the plant (hospital) think the training program was a good thing?

Col 38
1 ___ All of them
2 ___ Most of them
3 ___ Half of them
4 ___ Few of them
5 ___ None of them

___ Col 38

39-4(EMII)

Col 39 blank

247D. Did your family think the training program was a good thing?

Col 40

1 ___ All of them

2 ___ Most of them

3 ___ Half of them

4 ___ Few of them

5 ___ None of them

___ Col 40

247ci. Did the supervisors or foremen think the training program was a good thing?

Col 41

1 ___ All of them

2 ___ Most of them

3 ___ Half of them

4 ___ Few of them

5 ___ None of them

___ Col 41

Cols 42-47 blank

249. In general do any of the people you used to work with treat you differently now than they did before the training program?

Col 48

1 ___ Much better (e.g.,they are friendly, respect me more)

2 ___ Slightly better

3 ___ No difference

4 ___ Slightly worse

5 ___ Much worse (e.g., resentful, jealous)

___ Col 48

Cols 49-54 blank

39-5(EMII)

251a. In general do the supervisors or foremen treat you differently than they did before the training program?

Col 55
1 ___ Much better (e.g., they are more friendly, respect me more)
2 ___ Slightly better
3 ___ No difference
4 ___ Slightly worse
5 ___ Much worse (e.g., resentful, jealous)

___
Col 55

Cols 56-64 blank

252. In general do the people in your family treat you differently now than they did before the training program?

Col 65
1 ___ Much better (e.g., they are more friendly, respect me more)
2 ___ Slightly better
3 ___ No difference
4 ___ Slightly worse
5 ___ Much worse (e.g., resentful, jealous)

___
Col 65

252A. In general do your friends outside the job treat you differently than they did before the training program?

Col 66
1 ___ Much better than before
2 ___ Better than before
3 ___ No difference
4 ___ Not as good as before
5 ___ Worse than before

___
Col 66

Cols 67-69 blank

253. Do you feel at all differently about yourself since you became a trainee in the program?

Col 70

1 ___ Much better than before (ASK Q. 253a)

2 ___ Better than before (ASK Q. 253a)

3 ___ No difference (SKIP TO Q. 254)

4 ___ Not as good as before (SKIP TO Q. 254)

5 ___ Worse than before (SKIP TO Q. 254)

___ Col 70

Col 71 blank

253a. In what ways do you feel differently?

Col 72

1 ___ Increased feelings of responsibility, e.g., I feel I have to do a better job.

2 ___ Improved self-image, e.g., I feel I've accomplished something.

3 ___ Improved status, e.g., I'm in a better position.

4 ___ Motivated, e.g., I feel I could accomplish more.

5 ___ Opportunity structure, e.g., I have advanced & I could advance further.

8 ___ Other (SPECIFY)_______

____

___ Col 72

39-7(EMII)

254. How good a job do you think you are doing on your new job, very good, good, fair or poor?

Col 73

1 ___ Very good

2 ___ Good

3 ___ Fair

4 ___ Poor

Col 73

Cols 74-80 blank

40-1(EMII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

INTERVIEWER START HERE

255. Now that you are on your new job, do you find that you have to work much harder than before?

Col 21 1 ___ Yes

3 ___ No

256. Now that you are on your new job, do you find that you have more responsibility?

Col 23 1 ___ Yes

3 ___ No

257. Now that you are on your new job, do you find that you have to boss other people?

Col 25 1 ___ Yes

3 ___ No

Col 1

Col 2 Col 3 Col 4
Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank

Col 21

Col 22 blank

Col 23

Col 24 blank

Col 25

Col 26 blank

40-2(EMII)

258. Now that you are on your new job, do you find that you have to boss the people you used to work with?

Col 27 1 ___ Yes

3 ___ No

Col 27

Col 28 blank

259. Now that you are in a new job, would you say that the supervisors or foremen think of you as part of management, or as one of the workers?

Col 29 1 ___ As part of management

2 ___ Some of both

3 ___ As one of the workers

Col 29

Col 30 blank

260. What about the people you worked with before; do most of them think of you as part of management, or as one of them?

Col 31 1 ___ As part of management

2 ___ Some of both

3 ___ As one of them

Col 31

.Col 32 blank

261. What about yourself? Do you think of yourself as part of management, or still as one of the workers?

Col 33 1 ___ As part of management

2 ___ Some of both

3 ___ As one of the workers

Col 33

40-3(EMII)

Col 34 blank

262. Suppose some of the people you worked with before asked you to go to management to handle a grievance they had, would you be willing to do it?

262a. How willing would you be?

Col 35

1 ___ Very willing
2 ___ Fairly willing
3 ___ Just a little willing
4 ___ No

___
Col 35

Col 36 blank

263. Do you think that going to management with the workers' problems would be in conflict with the new job you have?

Col 37

1 ___ Agree very much
2 ___ Agree
3 ___ Don't know, can't say (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Disagree very much

___
Col 37

Cols 38-56 blank

270. Do you think that you have as many things in common with the people you used to work with as you did before?

Col 57

1 ___ Much more
2 ___ More
3 ___ Same
4 ___ Less
5 ___ Much less

___
Col 57

Col 58 blank

272. Now that you have taken the training program, would you be interested in getting more training like it, to get an even better job?

Col 59 1 ___ Very interested

2 ___ Interested

3 ___ Slightly interested

4 ___ Not sure

5 ___ Not interested

Col 59

Col 60 blank

273. Do you have any plans to further your training on your own?

Col 61 1 ___ Yes (ASK 273a & b)

3 ___ No (SKIPP TO Q.299)

Col 61

Col 62 blank

273a. What plans do you have?

Cols 63-64 01 ___ Adult education

02 ___ Trade or technical school

03 ___ Secretarial; clerical or business course

04 ___ College or university for a special course

05 ___ College or university for a course of study

06 ___ Correspondence course

07 ___ To complete high school

Col 63 Col 64

B-2.079

40-5(EMII)

273b. What have you done about these plans?

Col 65
1 ___ Yes, formally applied
2 ___ Yes, inquired directly
3 ___ Yes, asked other people
4 ___ Just thought about it
5 ___ No, have not thought about going on

Col 65

Cols 66-80 blank

B-2.080

42-1(EMII)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-44 blank

42-2(EMII)

299. What effect do you think the training program had on the way the work is done around here?

Col 45

1 ___ Very Positive

2 ___ Positive

3 ___ No effect

4 ___ Negative

5 ___ Very negative

___ Both (If RESPONDENT INSISTS)

Col 45

Cols 46-47 blank

300. Do you feel that most workers treat each other better or worse since there was a training program?

1 ___ Much better

2 ___ Better

3 ___ No difference

4 ___ Worse

5 ___ Much worse

___ Both (IF RESPONDENT INSISTS)

Col 48

Cols 49-52 blank

301 Do you feel that for the most part the supervisors and foremen treat people better or worse since there was a training program?

Col 53

1 ___ Much better

2 ___ Better

3 ___ No difference

4 ___ Worse

5 ___ Much worse

___ Both (IF RESPONDENT INSISTS)

Col 53

42-3(EMII)

	Cols 54-58 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 2a, CARD 01)	Col 59
	Col 60 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 2b, CARD 01) MONTH	Col 61 Col 62
DAY	Col 63 Col 64
YEAR	Col 65 Col 66
(CODER: TRANSCRIBE INFORMATION FROM Q. 2c, CARD 01)	Col 67
(CODER: TRANSCRIBE INFORMATION FROM Q. 2e, CARD 01)	Col 68 Col 69 Col 70 Col 71
	Col 72 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 2f, CARD 01)	Col 73
	Col 74 blank
CODER: RECORD TIME IN DAYS FROM START OF TRAINING PROGRAM TO CHANGE OF JOB (SEE Q. 2b).	Col 75 Col 76
(CODER: TRANSCRIBE INFORMATION FROM Q. 2ei, CARD 01)	Col 77 Col 78 Col 79
	Col 80 blank

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43

A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

VOLUME III, PART 2: APPENDICES B-3, 4 and 5

MODIFIED SUPERVISOR PRE- AND POST-TEST INTERVIEW SCHEDULES
TRAINEE PERFORMANCE RATING FORM

VT010820

August 31, 1968
Technical Memorandum RES 200
Contract No. OSMP 82-34-67-10

A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

by

Earl E. Davis

VOLUME III, PART 2: APPENDICES B-3, 4 and 5

MODIFIED SUPERVISOR PRE- AND POST-TEST INTERVIEW SCHEDULES TRAINEE PERFORMANCE RATING FORM

Contract No. OSMP 82-34-67-10
Office of Manpower Policy, Evaluation and Research
U. S. Department of Labor

Skill Advancement Inc.
663 Fifth Avenue
New York, New York 10022

Sponsors:

New York State School of
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APPENDIX B-3

MODIFIED SUPERVISOR PRE-TEST INTERVIEW SCHEDULE

12/67 SMI:3

MODIFIED SUPERVISOR PRE-TEST
INTERVIEW SCHEDULE

B-3.001

12/67 (SMI)

My name is ________________. I am working on a study for Cornell University. We are trying to find out how employees in companies (hospitals) in New York feel about their jobs, and things in general. We have received permission to interview people such as yourself here.

We are asking many people these questions. Nobody will ever know what you say or see the answers, so you can say exactly what you think. It is very important that you give true answers, so if there is a question you don't want to answer, tell me, rather than give me an answer you think I want to hear.

Please tell me if there is anything you don't understand about any question.

Is there anything you want to ask me now?

B-3.003

01-1 (SMI)

Name of Organization	
Col 1 ____________________ ____________________	Col 1
Population Identification Number	
Cols 2-4 ____________________	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	
Cols 6-7 ____________________	Col 6 Col 7
Interview Phase	
Col 8 ____________________	Col 8
Training Status	
Col 9 ____________________	Col 9
	Cols 10-12 blank
Department	
Cols 13-14 ____________________ (CODER: TRANSCRIBE INFORMATION FROM Q. 2, THIS CARD)	Col 13 Col 14
Sex of Respondent	
Col 15 1 ___ Male 2 ___ Female (CODER: TRANSCRIBE INFORMATION FROM Q. 257, CARD 21)	Col 15

Race of Respondent (DO NOT ASK)

Col 16 1 ___ White

2 ___ Negro

3 ___ Puerto Rican

4 ___ Oriental

8 ___ Other (SPECIFY)_______

____

(CODER: TRANSCRIBE INFORMATION FROM Q. 258, CARD 21)

‾‾‾‾ Col 16

Nationality

Cols 17-18

(CODER: TRANSCRIBE INFORMATION FROM Q.243, CARD 20)

‾‾‾‾ Col 17 ‾‾‾‾ Col 18

Age

Cols 19-20

(CODER: TRANSCRIBE INFORMATION FROM Q. 244, CARD 20)

‾‾‾‾ Col 19 ‾‾‾‾ Col 20

Cols 21-31 blank

01-3 (SM1)

First, I'd like to get an idea about the job you have here now.

1. What is your job called? (SPECIFIC JOB TITLE)

____

____

____

(CODER: CODE INFORMATION ON CARD 22, COLS 21-32)

2. What department do you work in?

____

____

(CODER: CODE INFORMATION ON THIS CARD, COLS 13-14)

3. How long have you worked here on the job you have now?

Cols 32-34 000-*** ____ (RECORD IN MONTHS)

____
Col 32 Col 33 Col 34

4. What are the kinds of things you do on this job? (PROBE FOR A DETAILED DESCRIPTION OF DUTIES)

____

____

(CODER: CODE IN CONJUNCTION WITH Q.1 AND FILE IN COLS 21-32, CARD 22)

Cols 35-80 blank

5. Do you have the authority to hire? (WE MEAN WITHOUT HAVING TO GET SOMEONE ELSE'S APPROVAL)

Col 21 1___ Yes

3___ No

(CODER: CODE THIS INFORMATION ON CARD 32, COL 21)

6. Do you have the authority to fire?

Col 22 1___ Yes

3___ No

(CODER: CODE ON CARD 32, COL 22)

8. I want to ask you about the people you are in charge of now. How many are you in charge of this week?

Cols 23-24 00-** ______ (RECORD NUMBER GIVEN)

(CODER: CODE ON CARD 32, COLS 23-24)

8a. Of the people you are in charge of, how many are in supervisory jobs? (SHOPS OR HOSPITALS)

Cols 25-26 00-** ________ (RECORD NUMBER GIVEN)

Cols 27-28 00-** ________ (CODER: PERCENT OF EMPLOYEES IN SUPERVISORY JOBS)

(CODER: CODE ON CARD 32, COLS 25-28)

8b. How many are skilled, either in blue collar, clerical or service jobs?

Cols 30-31 00-** ______ (RECORD NUMBER GIVEN)

Cols 32-33 00-** ______ (CODER: PERCENT OF WORKERS WHO ARE SKILLED)

(CODER: CODE ON CARD 32, COLS 30-33)

8c. How many are low-skilled manual, clerical or service workers?

Cols 35-36 00-** ________ (RECORD NUMBER GIVEN)

Cols 37-38 00-** ________ (CODER: PERCENT OF LOW-SKILLED WORKERS)

(CODER: CODE ON CARD 32, COLS 35-38)

9. When you got the job you have now, were you already working for this company (hospital) or were you brought in from the outside?

Col 40 1___ Already working (ASK Q. 9a)

3___ Brought in (SKIP TO Q. 10)

(CODER: CODE ON CARD 32, COL 40)

9a. How did it happen that you got this job?

1 Appointed because of seniority

2 Appointed because of quality of work

3 Applied for it

7 Does not apply; no second mention

8 Other (SPECIFY)________

____

____

Col 41 ___ First Mention

Col 42 ___ Second Mention

(CODER: CODE ON CARD 32, COLS 41-42)

10. What qualifications did you have to have to get this job?

1 Prior experience

2 Knowledge about the job

3 Formal examination

4 Formal training

6 No special training required; none

7 No second mention

8 Other (SPECIFY)________

____

____

Col 43 ___ First Mention

Col 44 ___ Second Mention

(PROBE FOR EXPERIENCE; EDUCATION; AND SPECIAL TRAINING.)

____

____

____

(CODER: CODE ON CARD 32, COLS 43-44)

B-3.010

02-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

11. How do you feel about your job? Do you like it, or dislike it?

Col 21 1___ Like it very much

2___ Like it a little

3___ Like and dislike equally (IF RESPONDENT INSISTS)

4___ Dislike it a little

5___ Dislike it very much

___ Don't know (IF RESPONDENT INSISTS)

___ Col 21

Cols 22-38 blank

12. Have you worked overtime during the past year?

12a. How often? Would you say very often, once in a while, or almost never?

Col 39 1___ Very often

2___ Once in a while

3___ Almost never

4___ No, never

___ Col 39

Cols 40-55 blank

17. Is there a pension plan here? (IF YES, ASK: "DO YOU PAY FOR ANY OF IT?")

Col 56 1___ Yes, and pays for some of it

2___ Yes, and doesn't pay for it

3___ Yes, and doesn't know if pays for some of it

4___ No pension plan

9___ Doesn't know about pension plan

___ Col 56

18. Is there a medical insurance plan here? (IF YES, ASK: "DO YOU PAY FOR ANY OF IT?")

Col 57 1____ Yes, and pays for some of it
2____ Yes, and does not pay for it
3____ Yes, and does not know if pays for some of it
4____ No medical insurance plan
9____ Does not know about medical insurance plan

Col 57

Cols 58-66 blank

19i. How many fares do you pay to come to work?

Col 67 0____ None
1____ One
2____ Two
3____ Three or more

Col 67

Cols 68-72 blank

20. What is your current weekly salary?

Cols 73-75 ____________(RECORD FIGURE ROUNDED TO NEAREST DOLLAR)

Col 73 Col 74 Col 75

Col 76 blank

21. What is your usual take home pay for a week? (AVERAGE OVER THE LAST YEAR)

Cols 77-79 ____________(RECORD FIGURE ROUNDED TO NEAREST DOLLAR)

Col 77 Col 78 Col 79

Col 80 blank

B-3.013

03-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

03-1 (SMI)

Cols 21-26 blank

22 Do you think that for the kind of work you do, most other companies (hospitals) that you know about pay more than you get, pay less, or most pay about the same as you get?

Col 27 1 ___ Most others pay more

3 ___ Most others pay less

2 ___ Most others pay about the same; some more, some less (IF RESPONDENT INSISTS)

___ Don't know (IF RESPONDENT INSISTS)

Col 27

23. Do any workers around here come to you to get your advice about anything other than work?

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

(CODER: CODE ON CARD 04, COL 42)

23a. Do they ask about personal things?

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

(CODER: CODE ON CARD 04, COL 44)

03-2 (SMI)

400. In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you feel about working here?

Col 28 1 ___ Part of a big family

3 ___ Part of a big machine

2 ___ Somewhere in between

___
Col 28

Cols 29-59 blank

Col 60
(CODER: TRANSCRIBE INFORMATION FROM Q. 26, THIS CARD)

___
Col 60

Cols 61-70 blank

24. In some companies (hospitals), workers get the the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you think low-skill workers in your department feel about working here?

1 ___ Part of a big family

3 ___ Part of a big machine

2 ___ Somewhere in between
(IF RESPONDENT INSISTS)

(CODER: CODE ON CARD 05, COL 21)

03-3 (SMI)

25. Do you have the feeling when there is trouble that workers in your department break up into little groups, that everyone sticks together, or that each one is for himself?

Col 71 2____ Break up into groups

1____ Everyone sticks together

3____ Each one for himself

____ It depends (IF RESPONDENT INSISTS)

Col 71

Cols 72-80 blank

26. Do you think that any of the workers in the higher skill jobs here think that they are somebody and look down on the workers in the lower skill jobs? Do you think this is true of most of the higher skill workers, some of them, or very few?

1____ Most

2____ Some

3____ Very few

4____ None

____ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE IN COL 60)

B-3.017

04-i (EMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

I am going to read two statements about changes in rules that are made here. I would like you to tell me if you agree or disagree.

27. Rules are changed here without any warning.

Col 30 4 ___ Agree very much

3 ___ Agree a little

2 ___ Disagree a little

1 ___ Disagree very much

(CODER: CODE THIS INFORMATION ON CARD 05, COL 30)

28. Rules are changed here regardless of their effect on the workers.

Col 32 4 ___ Agree very much

3 ___ Agree a little

2 ___ Disagree a little

1 ___ Disagree very much

(CODER: CODE THIS INFORMATION ON CARD 05, COL 32)

29. Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better or that makes it worse than other companies (hospitals) to work for. What do you think is true?

Col 49 2 ___ Like any other

1 ___ Something that makes it better

3 ___ Something that makes it worse

(CODER: CODE THIS INFORMATION ON CARD 05, COL 49)

30. If someone you are in charge of got a better job with more money here, do you think the people he (she) works with would be more friendly to him (her); less friendly?

1 ___ Would be more friendly

3 ___ Would be less friendly

(CODER: CODE ON THIS CARD, COL 40)

31. If someone you are in charge of got a better job with more money here, do you think the people he (she) works with would respect him (her) more; respect him (her) less?

Col 38 1 ___ Would respect him more

3 ___ Would respect him less

___ Col 38

Col 39 blank

04-3 (SMI)

Col 40
(CODER: TRANSCRIBE INFORMATION FROM
Q.30, THIS CARD)

___ Col 40
Col 41 blank

Col 42
(CODER: TRANSCRIBE INFORMATION FROM
Q.23, CARD 03)

___ Col 42

Col 43 blank

Col 44
(CODER: TRANSCRIBE INFORMATION FROM
Q.23a, CARD 03)

___ Col 44

Imagine that the workers you are in charge of were asked to describe you as a supervisor (TITLE OF RESPONDENT). How do you think they would respond in general to the following questions:

32. You take a personal interest in your worker's problems?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 45)

33. You try to get the most work out of your workers no matter what?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 50)

34. You would do anything to keep your own record good with the company (hospital) no matter who gets hurt?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 55)

36. You treat everyone alike?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 65)

37. You treat your workers like children?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 70)

38. What do you think a good supervisor (TITLE OF RESPONDENT) should be like? How should he treat his workers? (DO NOT READ CATEGORIES)

1 Treat with respect, dignity

2 Treat with warmth, conviviality

3 Treat fairly

4 Treat firmly, show authority

7 Does not apply; no second mention; no third mention; no fourth mention; no fifth mention

8 Other (SPECIFY) ______________

____

Col 75 ___ First Mention

Col 76 ___ Second Mention

Col 77 ___ Third Mention

Col 78 ___ Fourth Mention

Col 79 ___ Fifth Mention

(CODER: CODE ON CARD 32, COLS 75-79)

04-6 (SM1)

Cols 45-64 blank

If you were to describe a good supervisor (TITLE), would you say:

39. He should take a personal interest in his worker's problems?

Col 65 1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

___
Col 65

40. He should play favorites?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 05, COL 47)

Col 66 blank

41. He should treat all his workers alike?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON THIS CARD, COL 71)

42. He should treat his workers like children?

Col 73 1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON THIS CARD, COL 73)

44. He should get the most work out of his workers no matter what?

Col 67 1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

___ Col 67

Col 68 blank

47. He should do anything to keep his own record good with the company (hospital) no matter who gets hurt?

Col 69 1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

Col 69

Col 70 blank

(CODER: TRANSCRIBE INFORMATION FROM Q. 41, THIS CARD)

Col 71

Col 72 blank

(CODER: TRANSCRIBE INFORMATION FROM Q. 42, THIS CARD)

Col 73

Cols 74-80 blank

05-1 (SMI)

Firm Identification	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8 Cols 9-20 blank
(FOR CODER) (TRANSCRIBE INFORMATION FROM Q.24, CARD 03)	Col 21 Cols 22-29 blank
(TRANSCRIBE INFORMATION FROM Q.27, CARD 04)	Col 30 Col 31 blank
(TRANSCRIBE INFORMATION FROM Q.28, CARD 04)	Col 32 Cols 33-46 blank
(TRANSCRIBE INFORMATION FROM Q.40, CARD 04)	Col 47 Col 48 blank
(TRANSCRIBE INFORMATION FROM Q.29, CARD 04)	Col 49 Cols 50-80 blank

08-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

65. Do you work at any other job besides the one you have in this company (hospital) now? (MEANS WORKS AT SECOND JOB NOW)

Col 21 1____ Yes, regularly (ASK Q. 65a)

2____ Occasionally (ASK Q. 65a)

3____ No (SKIP TO Q. 66)

Col 21

Col 22 blank

65a. What kind of job is it? (GET FULL DESCRIPTION JOB TITLE AND TYPE OF INDUSTRY.)

____

____

____

(FOR CODER)
Cols 23-26 INDUSTRY

Col 23 Col 24 Col 25 Col 26

Cols 27-28 FUNCTIONAL CODE

Col 27 Col 28

Col 29 OWNERSHIP

1____ Owner

2____ Employee

Col 29

Cols 30-32 blank

66. Did you have a full-time job before you came to work here? (A TEMPORARY JOB IS ACCEPTABLE: WE MEAN THE LAST JOB BEFORE THIS ONE REGARDLESS OF ANY PERIOD OF UNEMPLOYMENT IN BETWEEN. INCLUDES WORK ON A FARM.)

Col 33 1____ Yes (ASK Qs. 66a-1)

3____ No (SKIP TO Q.66i)

Col 33

03-2 (SMI)

Col 34 blank

66a. What was your job? What did you do?
(GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

66b. What kind of company was it in?

____

____

____

(FOR CODER)

Cols 35-38 INDUSTRY

Col 35 Col 36 Col 37 Col 38

Cols 39-40 FUNCTIONAL CODE

Col 39 Col 4

Col 41 OWNERSHIP

1 ___ Owner

2 ___ Employee

Col 41

Cols 42-44 blan

66c. What city?

66d. What (country) (state) or (borough)?
(DO NOT READ CHOICES)

Cols 45-46
01____New York City
02____New York State (not including New York City)
03____New England
04____Mid Atlantic
05____South
06____Midwest
07____South West
08____North West
10____Puerto Rico
11____Caribbean
12____South America
13____Europe
14____Canada
88____Other (SPECIFY)
____

Col 45 Col 46

66e. How long were you there?

Cols 47-49 ____(RECORD NUMBER OF MONTHS)

Col 47 Col 48 Col 49

Col 50 blank

08-4 (SMI)

66f. Why did you leave? (DO NOT READ CATEGORIES)

Cols 51-52 SELF-INITIATED

01 ___ Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment

02 ___ Illness or disability

03 ___ Household responsibilities

04 ___ School responsibilities

08 ___ Other, self-initiated (SPECIFY)

____

OTHER-INITIATED

11 ___ Job loss through plant shutdown; or permanent plant move

12 ___ Lay-off

13 ___ Dismissal

14 ___ Termination of temporary job

18 ___ Other, other-initiated (SPECIFY) ________

____

88 ___ Other (SPECIFY)

____

______ Col 51 ______ Col 52

66g. Did you have a full-time job before that?

Col 53 1____ Yes (ASK Q. 66gi)

3____ No (SKIP TO Q. 66i)

Col 53

Col 54 blank

66gi. What did you do? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

66gii. What kind of company was it in?

____

____

____

(FOR CODER)

Cols 55-58 INDUSTRY

Col 55 Col 56 Col 57 Col 58

Cols 59-60 FUNCTIONAL CODE

Col 59 Col 60

Col 61 OWNERSHIP

1____ Owner

2____ Employee

Col 61

Cols 62-64 blank

66giii. What city?

66giv. What (country) (state) or (borough)?
(DO NOT READ CHOICES)

Cols 65-66
01____New York City
02____New York State (not including New York City)
03____New England
04____Mid Atlantic
05____South
06____Midwest
07____South West
08____North West
10____Puerto Rico
11____Caribbean
12____South America
13____Europe
14____Canada
88____Other (SPECIFY)

____

____ Col 65 ____ Col 66

66gv. How long were you there?

Cols 67-69_____ (RECORD NUMBER OF MONTHS)

____ Col 67 ____ Col 68 ____ Col 69

Col 70 blank

08-7 (SMI)

66gvi. Why did you leave? (DO NOT READ CATEGORIES)

Cols 71-72 SELF-INITIATED

01____Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment

02____Illness or disability

03____Household responsibilities

04____School responsibilities

08____Other, self-initiated (SPECIFY)

____

OTHER-INITIATED

11____Job loss through plant shutdown; or permanent plant move

12____Lay-off

13____Dismissal

14____Termination of temporary job

18____Other, other-initiated (SPECIFY)

____

88____Other (SPECIFY)

____

________ ________
Col 71 Col 72

Cols 73-80 blank

09-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

66h. Did you have another full-time job before that one?

Col 21 1____ Yes (ASK Q. 66hi)

3____ No (SKIP TO Q. 66i)

____ Col 21

66hi. What did you do (occupation)? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

Col 22 blank

66hii. What kind of company was it in?

____

(FOR CODER)

Cols 23-26 INDUSTRY

____ Col 23 ____ Col 24 ____ Col 25 ____ Col 26

Cols 27-28 FUNCTIONAL CODE

____ Col 27 ____ Col 28

Col 29 OWNERSHIP

1____ Owner

2____ Employee

____ Col 29

Cols 30-32 blank

66hiii. What city was it in?

66hiv. What (country), (state), or (borough)?

Cols 33-34

01____New York City

02____New York State (not including New York City)

03____New England

04____Mid Atlantic

05____South

06____Midwest

07____South West

08____North West

10____Puerto Rico

11____Caribbean

12____South America

13____Europe

14____Canada

88____Other (SPECIFY)

____

Col 33 Col 34

66hv. How long were you there?

Cols 35-37 ____(RECORD NUMBER OF MONTHS)

Col 35 Col 36 Col 37

Col 38 blank

09-3(SMI)

66hvi. Why did you leave? (DO NOT READ CATEGORIES)

Cols 39-40 SELF-INITIATED

_____ Col 39 _____ Col 40

01____Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment

02____Illness or disability

03____Household responsibilities

04____School responsibilities

08____Other, self-initiated SPECIFY_______

____

OTHER-INITIATED

11____Job loss through plant shutdown; or permanent plant move

12____Lay-off

13____Dismissal

14____Termination of temporary job

18____Other, other-initiated (SPECIFY)

____

88____Other (SPECIFY)

66i. How many years ago did you get your first full-time job?

Cols 41-42 ______

Col 41 Col 42

66j. How many jobs, including the present one, have you had in the past year?

Cols 43-44 ______

Col 43 Col 44

66k. How many jobs, including the present one, have you had in the past 5 years?

Cols 45-46 ______

Col 45 Col 46

66l. How many jobs, including the present one, have you had in the past 10 years?

Cols 47-48 ______

Col 47 Col 48

Cols 49-80 blank

11-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

These are things that people may believe or that they may feel. Tell me whether you agree or disagree with them.

(ASK AFTER READING EACH, "DO YOU AGREE WITH THAT OR DISAGREE?" THEN, IF AGREE, "VERY MUCH OR A LITTLE?" IF DISAGREE, "VERY MUCH OR A LITTLE?")

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

101. I think that I am a person who cares about the feelings of other people.

Col 21 ___

Col 21

102. I believe that people usually help each other.

Col 22 ___

Col 22

103. I think that I have to look out for myself in this world.

Col 23 ___

Col 23

104. I am able to do things as well as most other people.

Col 24 ___

Col 24

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

185. I believe that people are out for themselves.

Col 25 ___

186. I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.

Col 26 ___

187. I think that there are many people who care what happens to me.

Col 27 ___

188. There is much in my life that I am proud of.

Col 28 ___

189. I feel uncomfortable with many people.

Col 29 ___

___
Col 25

___
Col 26

___
Col 27

___
Col 28

___
Col 29

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

190. I am respected as a person by all kinds of people

Col 30 ___

191. All in all, I pretty much feel that I am a failure.

Col 31 ___

192. It upsets me very much to see another person suffer.

Col 32 ___

193. I like to stand up for what I believe in when I am in a group, even when no one else agrees with me.

Col 33___

Col 30

Col 31

Col 32

Col 33

11-4 (SMI)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

194. I hardly ever feel like picking a fight with any one.

Col 34 ___

Col 34

195. There are times when I feel as if I'm getting a raw deal from life.

Col 35 ___

Col 35

196. It usually bothers me to see someone made fun of in front of others regardless of what he's done.

Col 36 ___

Col 36

11-5(SMI)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

197. I like arguing with a supervisor of someone I have to take orders from.

Col 37 ___

___
Col 37

198. I just can't stay mad even when I think I should.

Col 38 ___

___
Col 38

199. At times I have a strong feeling to do something bad or shocking.

Col 39 ___

___
Col 39

200. If I happen to hurt someone without meaning to I usually don't let it bother me.

Col 40 ___

___
Col 40

201. I enjoy taking chances in games and in life.

Col 41 ___

___
Col 41

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

202. I have often either broken rules and regulations or really wanted to.

Col 42 ___

Col 42

203. I don't admire anybody very much.

Col 43 ___

Col 43

204. At times I feel like smashing things.

Col 44 ___

Col 44

Col 45
(CODER: TRANSCRIBE FROM Q.219, THIS CARD)

Col 45

205. There is no use in training Negroes and Puerto Ricans for better jobs because most white employers wouldn't hire them anyway.

Col 46 ___

Col 46

206. One way to do away with discrimination is to pass stronger laws.

Col 47 ___

Col 47

50

B-3.047

11-7(SMI)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

207. There will always be poor people.

Col 48 ___

208. The police are tougher on Negroes and Puerto Ricans than they are on most other people.

Col 49 ___

209. Unions don't help you; they just collect your dues.

Col 50 ___

210. In this country most people don't want to see colored people move up to better jobs.

Col 51 ___

211. People who don't have much money can't expect to get justice in the courts.

Col 52 ___

___
Col 48

___
Col 49

___
Col 50

___
Col 51

___
Col 52

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

212. I am able to do much more skilled work than I do now.

Col 53 ___

___ Col 53

214. Groups that are for discrimination should be outlawed.

Col 54 ___

___ Col 54

215. Unions have helped better conditions for working people.

Col 55 ___

___ Col 55

216. If you speak with a different accent it counts against you, no matter what you do.

Col 56 ___

___ Col 56

217. There will always be people who are discriminated against.

Col 57 ___

___ Col 57

11-9 (SMI)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

213. The Negro and Puerto Rican worker who wants to get ahead today can to so without any real difficulty.

Col 58 ___

Col 58

218. Negro and Puerto Rican children are receiving as good an education as white children.

Col 59 ___

Col 59

219. Negro and Puerto Rican workers just don't seem to get the hang of doing complicated jobs.

Col 45 ___
(CODER: CODE IN COL 45, THIS CARD)

220. There is very little that minority groups can do to change things in this country.

Col 60 ___

Col 60

221. The civil rights movement is a good thing for this country.

Col 61 ___

Col 61

222. The civil rights movement is moving too slowly.

Col 62 ___

Col 62

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

224. Negroes can only win their rights if they fight for them themselves.

Col 63 ___

Col 63

225. In the next five years we can expect that the attitude of white people about civil rights will be worse.

Col 64 ___

Col 64

226. Negroes and Puerto Ricans are better off today than they were five years ago.

Col 65 ___

Col 65

227. Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.

Col 66 ___

Col 66

Cols 67-73 blank

11-11 (SMI)

If the low-skill workers in your department were asked to describe the way they felt about it as a place to work in, how do you think they would respond? (REFERS TO WORKERS IN GENERAL)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

22. That the department is a pleasant place to work

Col 53 ___
(CODER: CODE ON CARD 35, COL 53)

230. That the department does good work.

Col 58 ___
(CODER CODE ON CARD 35, COL 58)

231. That the department is a friendly place to work.

Col 63 ___
(CODER: CODE ON CARD 35, COL 63)

232. That the people in the department argue a lot.

Col 71 ___
(CODER: CODE ON CARD 35, COL 71)

233. That there are a lot of stuck up people in the department.

Col 76 ___
(CODER: CODE ON CARD 35, COL 76)

These are ways people sometimes feel Please tell me if you feel that way very often, sometimes, hardly ever, or never.

1 Very often

2 Sometimes

3 Hardly ever

4 Never

How often do you feel:

234. That you have no one to turn to.

Col 74 ___

Col 74

235. That you have problems with your life that are too much for you.

Col 75 ___

Col 75

236. Upset when people find fault with you.

Col 76 ___

Col 76

337. That people laugh at you.

Col 77 ___

Col 77

11-13 (SMI)

(FOR CODER)

(TRANSCRIBE INFORMATION FROM Q. 75, CARD 16) ____ Col 78

(TRANSCRIBE INFORMATION FROM Q. 76, CARD 16) ____ Col 79

(TRANSCRIBE INFORMATION FROM Q. 77, CARD 16) ____ Col 80

12-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20

B-3.055

12-1(SMI)

60. Now I want to ask you some questions about your schooling. What was the last grade of school you finished? (ASK: "DID YOU FINISH THAT GRADE?" IF NO, MAKE CORRECT CHANGE IN ANSWER.)

Cols 21-22 Number of years completed

____ ____
Col 21 Col 22

01____
02____
03____
04____ Elementary School
05____
06____
07____
08____ Jr. High School
09____
10____
11____ High School
12____
13____
14____ College or University
15____
16____

Col 23 blank

30a. What kind of school was the last one you attended?

Col 24 1____ Elementary School

2____ Junior High School

3____ High School: Ordinary

4____ High School: Commercial

5____ High School: Trade

6____ College or University

7____ Professional

8____ Other (SPECIFY) _____

____

____ Col 24

60c. What city, country, state or borough?

Col 25-26 01____ New York City

02____ New York State, not including N.Y.C.

03____ New England

04____ Mid-Atlantic, not including N.Y.S.

05____ South

06____ Midwest

07____ South West

08____ North West

10____ Puerto Rico

11____ Caribbean

12____ South America

13____ Europe

14____ Canada

88____ Other (SPECIFY)

____

____ Col 25 ____ Col 26

Col 27 blank

FOR THOSE WITH LESS THAN 12TH GRADE EDUCATION, ASK:

60e. Do you have a high school equivalency diploma?

Col 28 1____ Yes

3____ No

____ Col 28

12-4(SMI)

61. Have you ever thought about going on with school? (IN ADDITION TO FORMAL EDUCATION MENTIONED IN Q. 78)

Cols 29-31 blank

61a. Have you ever done anything about it?

Col 32 1____ Yes, formally applied
2____ Yes, inquired directly
3____ Yes, asked other people
4____ Just thought about it
5____ No, have not thought about going on

Col 32

Cols 33-40 blank

I'd like to ask you now about any training you may have had that was especially taken to teach you to do a job.

A62. Did you ever learn to do a job in a high school?

Col 41 1____ Yes (ASK Q. A62b)

3____ No (SKIP TO Q. B62)

Col 41

First Mention

A62b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 42-43 ____ Functional Code

Col 42 Col 43

Cols 44-47 blank

A62c. How long did you study?

Cols 48-49 ____ (RECORD IN MONTHS)

Col 48 Col 49

Col 50 blank

A62d. Did you finish?

Col 51 1____ Attended but did not complete studies or training

2____ Still attending

3____ Completed studies or training

Col 51

A62e. Did you ever get such a job?

Col 52 blank

Col 53 1____ Yes

3____ No

Col 53

Second Mention

A62bi. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE.)

____

____

____

Col 54 blank

(FOR CODER)

Cols 55-56 ____ Functional Code

Col 55 Col 56

A62ci. How long did you study?

Cols 57-60 blank

Cols 61-62 ____ (RECORD IN MONTHS)

Col 61 Col 62

Col 63 blank

A62di. Did you finish?

Col 64 1____ Attended but did not complete studies or training

2____ Still attending

3____ Completed studies or training

Col 64

Col 65 blank

A62ei. Did you ever get such a job?

Col 66 1____ Yes

3____ No

Col 66

Cols 67-80 blank

13-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20

13-1 (SMI)

B62. Did you ever learn to do a job in a special school?

Col 21 1 ___ Yes (ASK Q. B62b)

3 ___ No (SKIP TO Q. 63)

Col 21

First Mention

B62b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 22-23 ___ (FUNCTIONAL CODE)

Col 22 Col 23

Cols 24-27 blank

B62c. How long did you study?

Cols 28-29 ______ (RECORD IN MONTHS)

Col 28 Col 29

Col 30 blank

B62d. Did you finish?

Col 31 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

Col 31

13-2 (SMI)

Col 32 blank

B62e. Did you ever get such a job?

Col 33 1 ___ Yes

3 ___ No

Col 33

Col 34 blank

Second Mention

B62bi. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

(FOR CODER)
Cols 35-36 ________(FUNCTIONAL CODE)

Col 35 Col 36

Cols 37-40 blank

B62ci. How long did you study?

Cols 41-42 _______(RECORD IN MONTHS)

Col 41 Col 42

Col 43 blank

B62di. Did you finish?

Col 44 1 ___ Attended but did not complete studies or training.

2 ___ Still attending

3 ___ Completed studies or training

Col 44

Col 45 blank

B62ei. Did you ever get such a job?

Col 46 1 ___ Yes

3 ___ No

Col 46

Third Mention

B62bii. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

(FOR CODER)
Cols 48-49 _____ (FUNCTIONAL CODE)

B62cii. How long did you study?

Cols 54-55 _____ (RECORD IN MONTHS)

B62dii. Did you finish?

Col 57 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

B62eii. Did you ever get such a job?

Col 59 1 ___ Yes

3 ___ No

Col 47 blank

_____ Col 48 _____ Col 49

Cols 50-53 blank

_____ Col 54 _____ Col 55

Col 56 blank

_____ Col 57

Col 58 blank

_____ Col 59

Cols 60-80 blank

B-3.065

14-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

14-1 (SMI)

63. Did you ever learn to do a job through a correspondence course?

Col 21 1 ___ Yes (ASK Q. 63b)

3 ___ No (SKIP TO Q. A63)

Col 21

63b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)
Cols 22-23 _____ (FUNCTIONAL CODE)

Col 22 Col 23

Cols 24-27 blank

63c. How long did you study?

Cols 28-29 _____ (RECORD IN MONTHS)

Col 28 Col 29

Col 30 blank

63d. Did you finish?

Col 31 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

Col 31

Col 32 blank

63e. Did you ever get such a job?

Col 33 1 ___ Yes

3 ___ No

Col 33

14-2 (SMI)

Cols 34-35 blank

A63. Did you ever learn to do a job in a course run by a union?

Col 36 1 ___ Yes (ASK Q. A63b)

3 ___ No (SKIP TO Q. B63)

Col 36

A63b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

___

___

___

(FOR CODER)
Cols 37-38 _____ (FUNCTIONAL CODE)

Col 37 Col 38

Cols 39-42 blank

A63c. How long did you train?

Cols 43-44 _____ (RECORD IN MONTHS)

Col 43 Col 44

Col 45 blank

A63d. Did you finish?

Col 46 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

Col 46

Col 47 blank

A63e. Did you ever get such a job?

Col 48 1 ___ Yes

3 ___ No

Col 48

14-3 (SMI)

B63. Did you ever learn to do a job in a community center?

Col 51 1 ___ Yes (ASK Q. B63b)

3 ___ No (SKIP TO Q. C63)

B63b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)
Cols 52-53 _____ (FUNCTIONAL CODE)

B63c. How long did you train?

Cols 58-59 ___ (RECORD IN MONTHS)

B63d. Did you finish?

Col 61 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

B63e. Did you ever get such a job?

Col 63 1 ___ Yes

3 ___ No

Cols 49-50 blank

Col 51

Col 52 Col 53

Cols 54-57 blank

Col 58 Col 59

Col 60 blank

Col 61

Col 62 blank

Col 63

Cols 64-80 blank

E-3.069

15-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20

C63. Did you ever learn to do a job in a course run by the government? (PROBE FOR CITY, STATE OR FEDERAL PROGRAMS OR MILITARY)

Col 21 1___ Yes (ASK Q. C63b)

3___ No (SKIP TO Q. 64)

First Mention

C63b. What job were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 22-23 _______ (FUNCTIONAL CODE)

C63c. How long did you train?

Cols 28-29 ______ (RECORD IN MONTHS)

C63d. Did you finish?

Col 31 1___ Attended but did not complete studies or training

2___ Still attending

3___ Completed studies or training

Col 21

Col 22 Col 23

Cols 24-27 blank

Col 28 Col 29

Col 30 blank

Col 31

Col 32 blank

C63e. Did you ever get such a job?

Col 33 1___ Yes

3___ No

Col 33

Col 34 blank

Second Mention

C63bi What job were you learning? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 35-36 ____(FUNCTIONAL CODE)

Col 35 Col 36

Cols 37-40 blank

C63c How long did you train?

Cols 41-42 _____(RECORD IN MONTHS)

Col 41 Col 42

Col 43 blank

C63di Did you finish?

Col 44 1___ Attended but did not complete studies or training

2___ Still attending

3___ Completed studies or training

Col 44

Col 45 blank

C63ei. Did you ever get such a job?

Col 46 1 ___ Yes

3 ___ No

___
Col 46

Col 47 blank

Third Mention

C63bii. What job were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

___

___

___

(FOR CODER)
Cols 48-49 ___ (FUNCTIONAL CODE)

___ ___
Col 48 Col 49

Cols 50-53 blank

C63cii. How long did you train?

Cols 54-55 ___ (RECORD IN MONTHS)

___ ___
Col 54 Col 55

Col 56 blank

C63dii. Did you finish?

Col 57 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

___
Col 57

Col 58 blank

C63dii. Did you ever get such a job?

Col 59 1 ___ Yes

3 ___ No

___
Col 59

Cols 60-61 blank

64. Did you ever take training to do a job by being in an apprentice program or in classes run by a company?

Col 62 1___ Yes (ASK Q. 64b)

3___ No (SKIP TO Q. 67)

Col 62

64b. What were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

____

____

____

(FOR CODER)

Cols 63-64 ______(FUNCTIONAL CODE)

Col 63 Col 64

Cols 65-68 blank

64c. How long did the training last?

Cols 69-70 ______ (RECORD IN MONTHS)

Col 69 Col 70

Col 71 blank

64d. Did you finish?

Col 72 1___ Yes

3___ No

Col 72

Col 73 blank

64e. Did you ever get such a job?

Col 74 1___ Yes

3___ No

Col 74

Col 75 blank

15-5 (SMI)

B-3.074

(FOR CODER)

Record total number of programs mentioned (All institutions).

Cols 76-77 _______

Col 76 Col 77

Cols 78-80 blank

16-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

16-1 (SMI)

(DO NOT ASK IF THIS IS RESPONDENT'S ONLY JOB)

67. Of all the jobs you have had, including the one you have here, which did you like best? (GET A FULL DESCRIPTION AND JOB TITLE; ALSO THE TYPE OF COMPANY)

____

____

____

(FOR CODER)
Cols 21-24 INDUSTRY

___ Col 21 ___ Col 22 ___ Col 23 ___ Col 24

Cols 25-26 FUNCTIONAL CODE

___ Col 25 ___ Col 26

Col 27 OWNERSHIP

1 ___ Owner

2 ___ Employee

___ Col 27

Cols 28-33 blank

68. Over the past two years were you ever unemployed? That is, were you out of work and looking for work? (DO NOT INCLUDE LAYOFFS AT PRESENT JOB IN PAST YEAR)

Col 34 1 ___ Yes, a great deal

2 ___ Yes, only a few times

3 ___ No

___ Col 34

69. If you could have any job at all in this company (hospital), which would you like to have? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

(CODER: CODE ON CARD 22, COLS 50-62)

Cols 35-44 blank

71. Do you think you could ever get it?

Col 45 1 ___ Very likely

2 ___ Somewhat likely

3 ___ 50-50 chance

4 ___ Somewhat unlikely

5 ___ Very unlikely

72. If you could choose anything at all, how would you choose to make your living? (THIS MEANS ACTUALLY WORKING AT SOMETHING) (GET A FULL DESCRIPTION AND JOB TITLE)

___

___

___

(CODER: CODE ON CARD 22, COLS 70-72 AND COL 74)

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

73. What would you like your son to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE)

___

___

___

(FOR CODER)
Cols 53-54 FUNCTIONAL CODE

Col 55 OWNERSHIP

1 ___ Owner

2 ___ Employee

___ Col 45

Cols 46-52 blank

___ Col 53 ___ Col 54

___ Col 55

Col 56 blank

16-3 (SMI)

73b. What sort of schooling would he need to make his living that way? (DO NOT READ CATEGORIES)

Col 57 1 ___ Finish high school

2 ___ Some college; specific number of years not given

3 ___ Finish college

4 ___ Graduate or professional school

5 ___ Trade, technical or commercial training

8 ___ Other (SPECIFY)___________

____

___ Col 57

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

74. What would you like your daughter to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(FOR CODER)
Cols 58-59 FUNCTIONAL CODE

___ Col 58 ___ Col 59

Col 60 OWNERSHIP

1 ___ Owner

2 ___ Employee

___ Col 60

Col 61 blank

16-4 (SMI)

74b. What sort of schooling would she need to make her living that way? (DO NOT READ CATEGORIES)

Col 62 1 ___ Finish high school

2 ___ Some college; specific number of years not given

3 ___ Finish college

4 ___ Graduate or professional school

5 ___ Trade, technical or commercial training

8 ___ Other (SPECIFY)__________

____

Col 62

Cols 63-64 blank

16-5 (SMI)

A lot of people have different ideas about working. Here are some of their ideas. Do you agree or disagree?

(ASK, "DO YOU AGREE OR DISAGREE?" AND THEN, "VERY MUCH, OR A LITTLE?")

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

75. A job is just a way to make money and it's better to find the easiest job that pays the most.

Col 78 _____

(CODER: CODE ON CARD 11, COL 78)

76. If you are willing to work hard, the boss will just take advantage of you.

Col 79 _____

(CODER: CODE ON CARD 11, COL 79)

77. People who try to get ahead are not really liked by other people.

Col 80 _____

(CODER: CODE ON CARD 11, COL 80)

16-6 (SMI)

78. How much take-home pay each week do you need now just to get along?	
Cols 65-67 _____(RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR)	Col 65 Col 66 Col 67
	Col 68 blank
79. How much take-home pay each week do you need now in order to be comfortable?	
Cols 69-71 _____(RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR)	Col 69 Col 70 Col 71
(FOR CODER)	Col 72 blank
Discrepancy between response to Q. 78 and Q. 79	
Col 73 + ___ Plus - ___ Minus	Col 73
Cols 74-77 Discrepancy	Col 74 Col 75 Col 76 Col 77
Col 78 Calculation of Discrepancy	Col 78
	Cols 79-80 blank

17-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

Cols 21-32 blank

20. Supposing another company (hospital) offered you the same kind of job you have here, at the same pay. Would you be interested in taking it?

Col 33 1___ Definitely interested
2___ Probably interested
3___ Undecided
4___ Probably not interested
5___ Definitely not interested

___
Col 33

20bi. Supposing they offered you the same kind of job with about a ten per cent increase in pay. Would you be interested in it?

Col 36 1___ Definitely interested
2___ Probably interested
3___ Undecided
4___ Probably not interested
5___ Definitely not interested

___
Col 36

Cols 37-44 blank

81. Supposing you quit your job today, do you think you would have any trouble getting another job at about the same rate of pay? (WE MEAN PERSON AS THEY ARE NOW, WITHOUT ANY SPECIAL TRAINING, WITH THEIR VIEW OF WHAT'S AVAILABLE.)

Col 45 1___ Yes, would have a great deal of trouble (ASK Q. 81a)

2___ Maybe some trouble (ASK Q. 81a)

3___ No trouble (SKIP TO Q. 81b)

___ Don't know (SKIP TO Q. 81b)

___ Col 45

Col 46 blank

81a. Why do you think you would have trouble? (DO NOT READ CATEGORIES)

Col 47 1___ Starting wage too low

2___ Age; disability

3___ Lack of education; no training

4___ Racial discrimination

5___ No job opportunities

8___ Other (SPECIFY)__________

____

___ Col 47

81b. Do you think you would have any trouble getting a better job at more pay?

Col 48 1 ___ Yes, would have a great deal of trouble

2 ___ Yes, maybe some trouble

3 ___ No trouble

___ Don't know

Col 48

Cols 49-52 blank

When people are looking for work, there are different things they do to find work. Which things have you done? (READ ONE AT A TIME, AND CHECK APPROPRIATE COLUMN. AFTER EACH YES RESPONSE, ASK, "DID THIS EVER LAND YOU A JOB?")

83. Have you ever gone "cold"to a company and asked if there was work?

Col 53 1 ___ Yes, and landed a job

2 ___ Yes, but did not land a job

3 ___ No; Don't know

Col 53

84. Have you ever asked friends or relatives if they knew of work?

Col 54 1 ___ Yes, and landed a job

2 ___ Yes, but did not land a job

3 ___ No; Don't know

Col 54

85. Have you asked "around" if people knew of work?

Col 55 1___ Yes, and landed a job

2___ Yes, but did not land a job

3___ No; Don't know

___
Col 55

86. Have you ever registered at the unemployment office (employment office, USES)?

Col 56 1___ Yes, and landed a job

2___ Yes, but did not land a job

3___ No; Don't know

___
Col 56

87. Have you ever gone to a private employment agency?

Col 57 1___ Yes, and landed a job

2___ Yes, but did not land a job

3___ No; Don't know

___
Col 57

88. Have you ever asked at a community agency (like church, Urban League or government agency)?

Col 58 1___ Yes, and landed a job

2___ Yes, but did not land a job

3___ No; Don't know

___
Col 58

17-5 (SMI)

89. Have you ever asked local politicians?

Col 59 1___ Yes, and landed a job
2___ Yes, but did not land a job
3___ No; Don't know

___
Col 59

90. Have you ever gone to a union to ask?

Col 60 1___ Yes, and landed a job
2___ Yes, but did not land a job
3___ No; Don't know

___
Col 60

91. Have you ever read want ads in papers?

Col 61 1___ Yes, and landed a job (ASK Q. 91a)
2___ Yes, but did not land a job (ASK Q. 91a)
3___ No; Don't know (SKIP TO Q. 93)

___
Col 61

91a. Which papers? (DO NOT READ LIST)

Cols 62-67

01	New York Times
02	Daily News; Mirror
03	Amsterdam News
04	Long Island Press
05	Newsday
06	El Diario; La Prensa
07	New York World-Telegram
08	New York Post
09	Civil Service; the Chief; Leader
88	Other (SPECIFY)_________

____

First Mention

Cols 62-63 ______ Col 62 Col 63

Second Mention

Cols 64-65 ______ Col 64 Col 65

Third Mention

Cols 66-67 ______ Col 66 Col 67

Cols 68-71 blank

93. Which of these things do you use most to find work? (DO NOT READ LIST)

Cols 72-73

01___ Going "cold" to a company

02___ Friends or relatives

03___ Asking "around"

04___ Unemployment office

05___ Going to a private employment agency

06___ Community agency

07___ Local politicians

08___ Union

09___ Want ads in papers

10___ School placement service

88___ Other (SPECIFY)_____

____

______ ______
Col 72 Col 73

94. How did you find your job in this company (hospital)? (IF RESPONDENT HAD OTHER JOBS IN THE SAME COMPANY, THE FIRST JOB THERE.)

Cols 74-75

01___ Going "cold" to company
02___ Friends or relatives
03___ Asking "around"
04___ Unemployment office
05___ Going to a private employment agency
06___ Community agency
07___ Local politicians
08___ Union
09___ Want ads in papers
10___ School placement Service
88___ Other (SPECIFY)_____

____

Col 74 Col 75

Cols 76-80 blank

B-3.091

18-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Col 9-20 blank

Cols 21-32 blank

32. Would you be willing to take a chance at a better job with more pay *even if you weren't sure you could make good on it*, or would you rather work at a job like you have which you are sure you can do?

Col 33 1 ___ A chance at a better paying job

3 ___ Job like present job

Col 33

Cols 34-80 blank

19-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

19-1 (SMI)

Now, some more questions about you in particular.

238. You said your take home pay is ________ for a week. (THIS IS FROM QUESTION 28.) How much do you think you will be making a year from now?

Cols 21-23 ______

Col 21 Col 22 Col 23

Cols 24-25 blank

239. How much a week do you think you will be making five years from now?

Cols 26-28 ______

Col 26 Col 27 Col 28

Cols 29-45 blank

240. How often do you read newspapers?

Col 46 1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

Col 46

Col 47 blank

B-3.095

19-2 (SM1)

248a. Which ones do you read? (DO NOT READ LIST)

Cols 48-58

01	New York Times
02	Daily News; Mirror
03	Amsterdam News; Mohammed Speaks
04	Long Island Press
05	Newsday
06	El Diario; La Prensa; Imparcial
07	New York World-Telegram
08	New York Post
09	Civil Service, e.g. Leader; Chief
10	Religious papers, e.g. Catholic News
11	Enquirer
12	Union papers
88	Other (SPECIFY) _______

____

Cols 48-49	___	First Mention	___ Col 48	___ Col 49
Cols 50-51	___	Second Mention	___ Col 50	___ Col 51
Cols 52-53	___	Third Mention	___ Col 52	___ Col 53
Cols 54-55	___	Fourth Mention	___ Col 54	___ Col 55
Cols 56-57	___	Fifth Mention	___ Col 56	___ Col 57
Col 58	___	TOTAL NUMBER OF NEWSPAPERS READ	___ Col 58	

248b. Which one do you read the most? (DO NOT READ LIST)

Cols 59-60 ___ ___ Col 59 ___ Col 60

100

19-3 (SMI)

241. Do you belong to any organizations other than a union?

Col 61 1 ___ Yes (ASK Q. 241a)

3 ___ No (SKIP TO Q. 242)

___
Col 61

Col 62 blank

241a Which ones? (DO NOT READ LIST)

241b. Do you attend meetings? (ASK FOR EACH ORGANIZATION MENTIONED.)

Cols 63-78 Type of Organization

01	Business
02	Fraternal
03	Recreational
04	Religious
05	Cultural
06	Political
07	Civil Rights
08	Neighborhood Improvement; Block Association
09	Educational, e.g. PTA
10	Veterans Association
88	Other (SPECIFY) ______

____

Attendance

1	Yes
3	No

Cols 63-64 ___ First Mention

Col 65 ___ Attendance

Cols 66-67 ___ Second Mention

Col 68 ___ Attendance

Cols 69-70 ___ Third Mention

Col 71 ___ Attendance

Cols 72-73 ___ Fourth Mention

Col 74 ___ Attendance

Col 63 Col 64

Col 65

Col 66 Col 67

Col 68

Col 69 Col 70

Col 71

Col 72 Col 73

Col 74

19-5 (SM1)

Cols 75-76	___ Fifth Mention	___ Col 75 ___ Col 76
Col 77	___ Attendance	___ Col 77
Col 78	___ TOTAL NUMBER OF ORGANIZATIONS MENTIONED	___ Col 78

Cols 79-80 blank.

20-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

20-1 (SMI)

B-3.100

242. What language can you understand and speak fairly well?

Cols 21-23 1 ___ Spanish

2 ___ English

3 ___ Other (SPECIFY) ___

____

Col 21 ___ First Mention

Col 22 ___ Second Mention

Col 23 ___ Third Mention

___
Col 21

___
Col 22

___
Col 23

Cols 24-26 blank

243. What nationality, other than American, would you say you are? (DO NOT READ CHOICES)

00	None
01	American, excluding American Negro, Negro, or American Indian
02	American Negro, or Negro
03	American Indian
04	Irish
05	Italian
06	Puerto Rican
07	French
08	Jamaican
09	Haitian
10	Spanish
11	English
12	German
13	West Indian
14	French Canadian
15	Mixed European
16	British
17	African
18	Afro-American
19	Mixed Negro and European
20	Black
21	Polish
22	Other European
23	Mixed Indian and European
24	Other, non-European
88	Other
99	Information not available

(CODED IN COLS 17-18 OF EVERY CARD)

244. How old are you?

(CODED IN COLS 19-20 OF EVERY CARD)

245. Where were you born? Was it on a farm, in a small town, in a city?

Col 27 1 ___ Farm

2 ___ Small town

3 ___ City

___ Col 27

246. What state (country if not U.S.) was it in? (DO NOT READ LIST)

Cols 28-29 01 ___ New York City

02 ___ New York State, not including N.Y.C.

03 ___ New England

04 ___ Mid-Atlantic, not including N.Y.S.

05 ___ South

06 ___ Midwest

07 ___ South West

08 ___ North West

10 ___ Puerto Rico

11 ___ Caribbean

12 ___ South America

13 ___ Europe

14 ___ Canada

88 ___ Other (SPECIFY) ___

___

___ Col 28 ___ Col 29

20-3 (SM1)

247. Where do you live now? (DO NOT READ LIST)

Cols 30-31 01 ___ Brooklyn
02 ___ Bronx
03 ___ Manhattan
04 ___ Richmond
05 ___ Queens
06 ___ Nassau County; Suffolk County
07 ___ Westchester County
08 ___ New Jersey
88 Other (SPECIFY) _____
____

Col 30 Col 31

248. How long have you lived in this city? (NAMED ABOVE) (DO NOT READ LIST)

Cols 32-34 ___ (RECORD FIGURE IN MONTHS)

Col 32 Col 33 Col 34
Col 35 blank

249. Where else have you lived? (FOR EACH PLACE ASK "HOW LONG?" ELIMINATE SERVICE IN THE ARMED FORCES.)

(DO NOT ASK)
Col 36 Total Number of Times Moved

1-8 ___ (RECORD TOTAL NUMBER)
9 ___ Nine or more

Col 36

Col 37 blank

20-4 (SM1)

Cols 38-42 First Mention

Location

01	Brooklyn
02	Bronx
03	Manhattan
04	Richmond
05	Queens
06	Nassau County, Suffolk
07	Westchester County
08	New Jersey
09	New York State (not including above)
10	Mid-Atlantic (not including above)
11	New England
12	South
13	Midwest
14	South West
15	North West
16	Puerto Rico
17	Caribbean
18	South America
19	Europe
20	Canada
88	Other (SPECIFY) ___

Cols 38-39 ____ Location

___ Col 38 ___ Col 39

Cols 40-42 ____ Length of residence (RECORD FIGURE IN MONTHS)

___ Col 40 ___ Col 41 ___ Col 42

Col 43 blank

Cols 44-48 Second Mention

Cols 44-45 ____ Location

___ Col 44 ___ Col 45

Cols 46-48 ____ Length of residence (RECORD FIGURE IN MONTHS)

___ Col 46 ___ Col 47 ___ Col 48

Col 49 blank

20-5 (SM1)

Cols 50-54 Third Mention

Cols 50-51 ____ Location

____ Col 50 ____ Col 51

Cols 52-54 ____ Length of residence (RECORD FIGURE IN MONTHS)

____ Col 52 ____ Col 53 ____ Col 54

Col 55 blank

Cols 56-60 Fourth Mention

Cols 56-57 ____ Location

____ Col 56 ____ Col 57

Cols 58-60 ____ Length of residence (RECORD FIGURE IN MONTHS)

____ Col 58 ____ Col 59 ____ Col 60

Col 61 blank

Cols 62-66 Fifth Mention

Cols 62-63 ____ Location

____ Col 62 ____ Col 63

Cols 64-66 ____ Length of residence (RECORD FIGURE IN MONTHS)

____ Col 64 ____ Col 65 ____ Col 66

Col 67 blank

20-6 (SM1)

250. Where were your parents born?

Cols 68-69 ___ Mother

Col 68 Col 69

01	Brooklyn
02	Bronx
03	Manhattan
04	Richmond
05	Queens
06	Nassau County, Suffolk
07	Westchester County
08	New Jersey
09	New York State (not including above)
10	Mid-Atlantic (not including above)
11	New England
12	South
13	Midwest
14	South West
15	North West
16	Puerto Rico
17	Caribbean
18	South America
19	Europe
20	Canada
88	Other (SPECIFY) __________

Cols 70-71 ___ Father

Col 70 Col 71

(CODER: REFER TO ABOVE CATEGORIES)

20-7 (SMI)

251. What does (or did) your father to for a living? (GET FULL DESCRIPTION AND JOB TITLE) ______________________________

____

Cols 72-73 Functional Code — Col 72 Col 73

Col 74 Ownership — Col 74

1 ___ Owner

2 ___ Employee

252. What does (or did) your mother do for a living? (GET FULL DESCRIPTION AND JOB TITLE) ______________________________

____

Cols 75-76 Functional Code — Col 75 Col 76

Col 77 Ownership — Col 77

1 ___ Owner

2 ___ Employee

Cols 78-80 blank

21-i (SMI)

Firm Identification Number	____ Col 1
Population Identification Number	____ ____ ____ Col 2 Col 3 Col 4 Col 5 blank
Card Number	____ ____ Col 6 Col 7
Interview Phase	____ Col 8
	Cols 9-20 blank

21-1 (SMI)

253. Are you:

Col 21 1 ___ Married? (ASK Q. 253a)

2 ___ Never married? (SKIP TO Q. 255)

3 ___ Widowed? (SKIP TO Q. 254)

4 ___ Divorced? (ASK Q. 253a)

5 ___ Separated? (ASK Q. 253a)

8 ___ Other (SPECIFY) ________

____

____ Col 21

253a. Is your husband (wife) working?

Col 22 1 ___ Yes (ASK Q. 253ai)

3 ___ No (SKIP TO Q. 254)

____ Col 22

253ai. What is his (her) job?

____

(FOR CODER)
Cols 23-24 FUNCTIONAL CODE

Col 25 OWNERSHIP

1 ___ Owner

2 ___ Employee

____ Col 23 ____ Col 24

____ Col 25

Cols 26-33 blank

254. Do you have any children?

Col 34 1 ___ Yes (ASK Q. 254i)

3 ___ No (SKIP TO Q. 255)

____ Col 34

Cols 35-37 blank

254i. How many? What are their ages?

Col 38 ___ Total number of children 0-5 years old

Col 39 ___ Total number of children 6-10 years old

Col 40 ___ Total number of children 11-16 years old

Col 41 ___ Total number of children 17-20 years old

Col 42 ___ Total number of children 21 and over

___ Col 38

___ Col 39

___ Col 40

___ Col 41

___ Col 42

255. Who is the main support of your family? (DO NOT READ CATEGORIES)

Col 43
1___ Self
2___ Husband
3___ Wife
4___ Mother
5___ Father
6___ Siblings
8___ Other (SPECIFY)______________
____

___ Col 43

Cols 44-45 blank

256. How many people do you help support?

Cols 46-47 ___________

___ Col 46 ___ Col 47

Cols 48-60 blank

Interviewer Check List (TO BE FILLED OUT BY INTERVIEWER AFTER INTERVIEW HAS TAKEN PLACE AND NOT IN THE PRESENCE OF THE RESPONDENT)

257. Sex of respondent:

Col 15 1___ Male

2___ Female

(CODER: CODE IN COL 15 OF EVERY CARD)

258. Race of respondent (APPEARANCE)

Col 16 1___ White

2___ Negro

3___ Puerto Rican

4___ Oriental

8___ Other (SPECIFY)__________

____

(CODER: CODE IN COL 16 OF EVERY CARD)

259. Did respondent have difficulty understanding the questions? That is, did you need to rephrase questions?

Col 61 1___ None

2___ A little

3___ A great deal

___
Col 61

21-4 (SMI)

260. Did the respondent have difficulty answering the questions?

Col 62 1___ None

2___ A little

3___ A great deal

Col 62

261. Was the respondent able to communicate his ideas? (THIS REFERS TO ENGLISH USAGE)

Col 63 1___ No difficulty

2___ Some difficulty

3___ Much difficulty

Col 63

262. Did you have difficulty understanding respondent because of accent?

Col 64 1___ Yes

3___ No

4___ Interview conducted in Spanish

Col 64

Col 65 blank

266. How interested in the interview was the respondent?

Col 66 1___ Was very interested

2___ Fairly interested

3___ Hardly interested

4___ Not at all interested

Col 66

21-5 (SMI)

267. What was the respondent's attitude toward you?

Col 67 1___ Friendly and open

2___ Somewhat reserved

3___ Rather withdrawn and stiff

4___ Belligerent

Col 67

Interviewee: ______________________________

Cols 68-69 blank

Interviewer:

Cols 70-71 ______________________________
(INTERVIEWER PLEASE PRINT YOUR NAME HERE)

Col70 Col 71

Length of Interview

Cols 72-74 FROM _______ TO _________

Col 72 Col 73 Col74

21-6 (SMI)

Date of Interview

Cols 75-76 Month

01 ___ January
02 ___ February
03 ___ March
04 ___ April
05 ___ May
06 ___ June
07 ___ July
08 ___ August
09 ___ September
10 ___ October
11 ___ November
12 ___ December

___ Col 75 ___ Col 76

Cols 77-78 Day

01-31 ______

___ Col 77 ___ Col 78

Cols 79-80 Year

66 ___ 1966

67 ___ 1967

68 ___ 1968

___ Col 79 ___ Col 80

33-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

95. Think about the low-skill people you are in charge of. How interested do you think most of them are in getting a better job at more pay here?

Col 21
1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested

Col 21

Cols 22-25 blank

96. How interested do you think they would still be if it meant they had to work longer hours than now?

Col 26
1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested

Col 26

Cols 27-30 blank

97. How interested do you think they would be if it meant they had to take on more responsibilities?

Col 31
1 ___ Very interested
2 ___ Interested
3 ___ Slightly Interested
4 ___ Not sure
5 ___ Not interested

Col 31

Cols 32-38 blank

98. How interested do you think they would be if it meant they had to "boss" somebody else?

Col 39 1 ___ Very interested

2 ___ Interested

3 ___ Slightly interested

4 ___ Not sure

5 ___ Not interested

___ Col 39

98a. If they had to leave people they are presently working with?

Col 40 1 ___ Very interested

2 ___ Interested

3 ___ Slightly interested

4 ___ Not sure

5 ___ Not interested

___ Col 40

98b. If they had to lose their seniority?

Col 41 1 ___ Very interested

2 ___ Interested

3 ___ Slightly interested

4 ___ Not sure

5 ___ Not interested

___ Col 41

Cols 42-43 blank

33-3 (SM1)

99. If there were jobs open above the lowest-paying jobs in the company (hospital), how do you think they should be filled? Should experienced workers be hired from the outside, or people from the low jobs inside the company (hospital) be trained to do them?

Col 44 1 ___ Hire from outside

2 ___ Train from within

Col 44

Cols 45-52 blank

100. Let's suppose a training program were given here so that low-skill workers here could learn to do other, more skilled work. How interested do you think the low-skill workers you are in charge of would be in taking part in it?

Col 53 1 ___ Very interested

2 ___ Interested

3 ___ Slightly interested

4 ___ Not sure

5 ___ Not interested

Col 53

Cols 54-57 blank

101. How interested do you think they would be if it meant they had to stay after their regular hours of work even if they didn't get paid?

Col 58 1 ___ Very interested

2 ___ Interested

3 ___ Slightly interested

4 ___ Not sure

5 ___ Not interested

Col 58

Cols 59-72 blank

33-4 (SM1)

102. How interested do you think they would be if it meant they had to do some studying at home?

Col 73 1 ___ Very interested

2 ___ Interested

3 ___ Slightly interested

4 ___ Not sure

5 ___ Not interested

Col 73

Cols 74-80 blank

B-3.119

34-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

105. How interested do you think they would be if it meant they would be trained for a job that would make them a part of management, like a foreman or supervisor?

Col 21 1___ Very interested

2___ Interested

3___ Slightly interested

4___ Not sure

5___ Not interested

___ Col 21

Cols 22-25 blank

106. How soon do you think they would be willing to start in such a training program if it were given?

Col 26 1___ Immediately

2___ Sometime in the very near future

3___ Sometime later

4___ Not in the forseeable future

___ Col 26

Cols 27-30 blank

107. Do you think that workers taking a training program should be paid while they are training during their regular hours of work?

Col 31 1___ Strongly agree

2___ Agree

3___ Undecided

4___ Disagree

5___ Strongly disagree

___ Col 31

Cols 32-35 blank

108. Do you think that workers taking a training program should be paid for time they spend in the program after their regular working hours?

Col 36 1___ Strongly agree

2___ Agree

3___ Undecided

4___ Disagree

5___ Strongly disagree

___ Col 36

Cols 37-38 blank

109. If a training program were started here, do you think it would have an overall effect that was beneficial, harmful, both, or no effect?

Col 39 1___ Very positive

2___ Somewhat positive

3___ Neutral, no effect

4___ Somewhat negative

5___ Very negative

___ Col 39

Col 40 blank

110. What effect would it have on the productivity of the workers?

Col 41 1___ Very positive

2___ Somewhat positive

3___ Neutral, no effect

4___ Somewhat negative

5___ Very negative

___ Col 41

Col 42 blank

111. What effect would it have on the quality of the work?

Col 43 1___ Very positive
2___ Somewhat positive
3___ Neutral, no effect
4___ Somewhat negative
5___ Very negative

Col 43

Col 44 blank

112. What effect would it have on attendance?

Col 45 1___ Very positive
2___ Somewhat positive
3___ Neutral, no effect
4___ Somewhat negative
5___ Very negative

Col 45

Col 46 blank

113. What effect would it have on the workers' morale?

Col 47 1___ Very positive
2___ Somewhat positive
3___ Neutral, no effect
4___ Somewhat negative
5___ Very negative

Col 47

Col 48 blank

114. What effect would it have on workers' feelings about the company (hospital)?

Col 49 1___ Very positive

2___ Somewhat positive

3___ Neutral, no effect

4___ Somewhat negative

5___ Very negative

___ Col 49

Col 50 blank

Let's suppose a training program were started here to teach people to be a ______________. (INSERT NAME OF JOB FOR WHICH THE TRAINING PROGRAM WILL BE GIVEN.) From your knowledge of what such a job would involve, what would you say are the qualifications needed to do the job? For example,

115. How much skill do you personally feel is needed for this job?

Col 51 1___ A great deal

2___ A moderate amount

3___ A slight amount

4___ Hardly any

5___ None

___ Col 51

Col 52 blank

116. How much former work experience is needed?

Col 53
1___ A great deal
2___ A moderate amount
3___ A slight amount
4___ Hardly any
5___ None

Col 53

Cols 54-56 blank

117. What do you think is the least education a person would need for the job? (READ CATEGORIES)

Col 57
1___ Few years of grammar school
2___ Completion of grammar school
3___ Junior high school
4___ Some high school
5___ Completion of high school
6___ Some college
7___ Completion of college

Col 57

Col 58 blank

118. In your opinion, must a person be able to read English to do the job? (IF YES, ASK: "HOW WELL?")

Col 59 1___ Yes, very well

2___ Yes, moderately well

3___ Yes, just barely

4___ No

___ Col 59

Col 60 blank

119. Must a person be able to write English to do the job? (IF YES, ASK: "HOW WELL?")

Col 61 1___ Yes, very well

2___ Yes, moderately well

3___ Yes, just barely

4___ No

___ Col 61

Col 62 blank

120. In your opinion, how well must a person be able to speak English to do the job? Must he be able to speak very well, moderately well, just barely, or isn't it necessary to the job?

Col 63 1___ Yes, very well

2___ Yes, moderately well

3___ Yes, just barely

4___ No

___ Col 63

Col 64 blank

121a. What age do you think is best to do such a job?

Col 65
1___ 16-19 years
2___ 20-34 years
3___ 35-44 years
4___ 45-54 years
5___ 55-64 years
6___ 65 or over

Col 65

121ai How important do you think age is to do the job?

Col 66
1___ Very important
2___ Fairly important
3___ Barely important
4___ Not at all important

Col 66

121b At about what age do you think someone is too old to be able to do the job?

Col 67
1___ 40-44 years
2___ 45-54 years
3___ 55-64 years
4___ 65 or over

Col 67

Cols 68-80 blank

35-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

Personal traits are often important requirements for a person to do a particular job. I would like your ideas about some traits that may be needed to do the job of ________________. (INSERT NAME OF JOB FOR WHICH TRAINING WILL BE DONE.)

I will name a trait and you tell me whether, for this job, the trait is in one of five categories. Is it (1) absolutely necessary? That is, the job can't be done if a person hasn't got the trait. (2) Is it desirable? That is, it is helpful to have the trait. (3) Is it undesirable? That is, it holds back performance on the job. (4) Is it absolutely unacceptable? That is, the job can't be done if someone has the trait. And (5), is it irrelevant? That is, the trait has no effect on the performance on the job.

(READ EACH CATEGORY ALOUD UNTIL THE RESPONDENT GETS USED TO THEM.)

1 Absolutely necessary

2 Desirable

3 Irrelevant

4 Undesirable

5 Absolutely unacceptable

How important is it that a person:

122. Be neat

Col 21___

___
Col 21

123. Has a sense of humor

Col 22___

___
Col 22

35-2 (SMI)

1 Absolutely necessary
2 Desirable
3 Irrelevant
4 Undesirable
5 Absolutely unacceptable

124. Likes to dominate people

Col 23 ___

Col 23

125. Is cooperative

Col 24 ___

Col 24

126. Is easily irritated

Col 25 ___

Col 25

127. Keeps to himself

Col 26 ___

Col 26

128. Is self assured

Col 27 ___

Col 27

129. Likes responsibilities

Col 28 ___

Col 28

35-3 (SMI)

1 Absolutely necessary
2 Desirable
3 Irrelevant
4 Undesirable
5 Absolutely unacceptable

130. Does only what he is told

Col 29 ___

Col 29

131. Is friendly

Col 30 ___

Col 30

132. Is easy going

Col 31 ___

Col 31

133. Is sympathetic

Col 32 ___

Col 32

134. Is ambitious

Col 33 ___

Col 33

135. Has a sense of duty

Col 34 ___

Col 34

35-4 (SMI)

1 Absolutely necessary

2 Desirable

3 Irrelevant

4 Undesirable

5 Absolutely unacceptable

136. Gets along well with co-workers

Col 35 ___

Col 35

137. Is loyal to the company (hospital)

Col 36 ___

Col 36

138. Is calm

Col 37 ___

Col 37

Cols 38-40 blank

Now think about the traits you would look for if you were to recommend people to be trained to be ________________________.(INSERT NAME OF JOB) Using the same five categories, how important is it that a trainee be the following:

(READ EACH CATEGORY ALOUD UNTIL THE RESPONDENT GETS USED TO THEM.)

How important is it that a trainee:

139. Is sociable

Col 41 ___

Col 41

35-5 (SMI)

1 Absolutely necessary

2 Desirable

3 Irrelevant

4 Undesirable

5 Absolutely unacceptable

140. Gets angry easily.

Col 42 ___

Col 42

141. Has many friends at work

Col 43 ___

Col 43

142. Is hard to talk to

Col 44 ___

Col 44

143. Is unsatisfied with his present job

Col 45 ___

Col 45

144. Shows inititative

Col 46 ___

Col 46

145. Mixes only with people of the same race or nationality

Col 47 ___

Col 47

146. If often late to work

Col 48 ___

Col 48

35-6 (SMI)

1 Absolutely necessary

2 Desirable

3 Irrelevant

4 Undesirable

5 Absolutely unacceptable

147. Is a leader Col 49____	___ Col 49
148. Follows orders well Col 50 ___	___ Col 50
149. Is not interested in the company (hospital) Col 51 ___	___ Col 51
(FOR CODER)	
(TRANSCRIBE INFORMATION FROM Q. 229, CARD 11)	___ Col 53 Cols 54-57 blank
(TRANSCRIBE INFORMATION FROM Q. 230, CARD 11)	___ Col 58 Cols 59-62 blank
(TRANSCRIBE INFORMATION FROM Q. 231, CARD 11)	___ Col 63 Cols 64-70 blank
(TRANSCRIBE INFORMATION FROM Q. 232, CARD 11)	___ Col 71 Cols 72-75 blank
(TRANSCRIBE INFORMATION FROM Q. 233, CARD 11)	___ Col 76
	Cols 77-80 blank

B-3.134

36-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

150. If you were asked to pick one of the low skill workers you are in charge of to take part in a training program to learn to be ______________________(INSERT NAME OF JOB), who would you most strongly recommend?

____

(FOR CODER)

Cols 21-24 Worker's I.D. #

____

____ ____ ____ ____
Col21 Col22 Col23 Col24

Cols 25-60 blank

Now think of the person you said you would recommend most strongly for training to be a ______________________(INSERT NAME OF JOB). I'd like you to rate this person on some of the traits just mentioned. I'll read you a pair of traits and I'd like you to tell me whether you think this person is more like the one trait or the other, or somewhere in between.

For example:

153. Would you say that this person is neat or sloppy or somewhere in between?

(IF NEAT, ASK: "WOULD YOU SAY VERY NEAT OR SOMEWHAT NEAT?")

(IF SLOPPY, ASK: "WOULD YOU SAY VERY SLOPPY OR SOMEWHAT SLOPPY?")

(IF IN BETWEEN, ASK: "WOULD YOU SAY SLIGHTLY MORE NEAT OR SLIGHTLY MORE SLOPPY?")

36-2 (SMI)

1 ___ Very neat

2 ___ Somewhat neat

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat sloppy

5 ___ Very sloppy

(CODER: CODE Qs 153-175 ON CARD 37, COLS 21-43)

154. Would you say this person has a sense of humor or is humorless or is somewhere in between?

1 ___ Very good sense of humor

2 ___ Somewhat of a sense of humor

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat humorless

5 ___ Very humorless

155. Would you say this person is dominating or submissive or somewhere in between?

1 ___ Very dominating

2 ___ Somewhat dominating

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat submissive

5 ___ Very submissive

156. Would you say that this person is cooperative or uncooperative or somewhere in between?

1 ___ Very cooperative

2 ___ Somewhat cooperative

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat uncooperative

5 ___ Very uncooperative

157. Would you say this person is irritable or even-tempered or somewhere in between?

1 ___ Very irritable

2 ___ Somewhat irritable

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat even-tempered

5 ___ Very even-tempered

158. Would you say this person keeps to himself or is out-going or is somewhere in between?

1 ___ Keeps very much to himself

2 ___ Keeps somewhat to himself

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat out-going

5 ___ Very out-going

159. Would you say this person is self-assured or lacking in self-confidence, or somewhere in between?

1 ___ Very self-assured

2 ___ Somewhat self-assured

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat lacking in self-confidence

5 ___ Very lacking in self-confidence

160. Would you say this person likes responsibilities or dislikes responsibilities or is somewhere in between?

1 ___ Likes responsibilities very much

2 ___ Likes responsibilities somewhat

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Dislikes responsibilities somewhat

5 ___ Dislikes responsibilities very much

161. Would you say this person does only what he/she is told or takes initiative or is somewhere in between?

1 ___ Tends very much to do only what is told

2 ___ Tends somewhat to do only what is told

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Tends somewhat to take initiative

5 ___ Tends very much to take initiative

162. Would you say this person is friendly or unfriendly or somewhere in between?

1 ___ Very friendly

2 ___ Somewhat friendly

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat unfriendly

5 ___ Very unfriendly

163. Would you say this person is easy going or takes things seriously or somewhere in between?

1 ___ Very easy going

2 ___ Somewhat easy going

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Takes things somewhat seriously

5 ___ Takes things very seriously

164. Would you say this person is sympathetic or unsympathetic or somewhere in between?

1 ___ Very sympathetic

2 ___ Somewhat sympathetic

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat unsympathetic

5 ___ Very unsympathetic

165. Would you say this person is ambitious or lacks ambition or somewhere in between?

1 ___ Very ambitious

2 ___ Somewhat ambitious

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat lacking in ambition

5 ___ Very lacking in ambition

166. Would you say this person has a sense of duty or lacks a sense of duty or somewhere in between?

1 ___ Strong sense of duty

2 ___ Somewhat of a sense of duty

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Is somewhat lacking in sense of duty

5 ___ Is very lacking in sense of duty

167. Would you say this person gets along well with co-workers or gets along poorly with co-workers or somewhere in between?

1 ___ Gets along very well

2 ___ Gets along well

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Gets along poorly

5 ___ Gets along very poorly

168. Would you say this person is loyal to the hospital or is not loyal to the company (hospital) or somewhere in between?

1 ___ Very loyal

2 ___ Somewhat loyal

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Not very loyal

5 ___ Not at all loyal

169. Would you say this person is calm or excitable. or somewhere in between?

1 ___ Very calm

2 ___ Somewhat calm

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat excitable

5 ___ Very excitable

170. Would you say this person is sociable or unsociable or somewhere in between?

1 ___ Very sociable

2 ___ Somewhat sociable

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat unsociable

5 ___ Very unsociable

171. Would you say this person gets angry easily or does not get angry easily or somewhere in between?

1 ___ Gets angry very easily

2 ___ Gets angry easily

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Seldom gets angry

5 ___ Never gets angry

172. Would you say this person is hard to talk to or is easy to talk to or somewhere in between?

1 ___ Very hard to talk to

2 ___ Somewhat hard to talk to

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat easy to talk to

5 ___ Very easy to talk to

173. Would you say this person is unsatisfied with his/her present job or is satisfied with his/her present job or somewhere in between?

1 ___ Very unsatisfied with present job

2 ___ Somewhat unsatisfied with present job

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat satisfied with present job

5 ___ Very satisfied with present job

175. Would you say this person follows orders well or follows orders poorly or somewhere in between?

1 ___ Follows orders very well

2 ___ Follows orders well

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Follows orders poorly

5 ___ Follows orders very poorly

How well would you say the following statements apply to this person (PERSON REFERRED TO IN Qs 153-175):

1 Applies very well

2 Applies somewhat

4 Does not apply very well

5 Does not apply at all

3 Don't know (IF RESPONDENT INSISTS)

176. Has many friends at work?

Col 61 _____

___ Col 61

177. Mixes only with people of the same race or nationality?

Col 62 _____

___ Col 62

1 Applies very well

2 Applies somewhat

4 Does not apply very well

5 Does not apply at all

3 Don't know (IF RESPONDENT INSISTS)

178. Is often late to work?

Col 63 _____

Col 63

179. Is a leader?

Col 64 _____

Col 64

180. Is interested in the company (hospital)?

Col 65 _____

Col 65

Cols 66-80 blank

22-1 (SMI)

Firm Identification Number		Col 1
Population Identification Number		Col2 Col 3 Col4
		Col 5 blank
Card Number		Col 6 Col 7
Interview Phase		Col 8
		Cols 9-20 blank
(CODER: TRANSCRIBE INFORMATION FROM Qs. 1 & 4, CARD 01) 1. What is your job called?		
Cols 21-24	Industry 0000-**** Transcribe editing marks (S.I.C. Manual)	Col21 Col22 Col23 Col24
Cols 25-26	Functional Code 00-** Transcribe editing marks (Code Supplement C)	Col 25 Col 26
Col 27	GED (General Educational Development) 0-9 Transcribe editing marks (Code Supplement C)	Col 27
Col28	SVP (Specific Vocational Preparation) 0-9 Transcribe editing marks (Code Supplement C)	Col 28
Col 29	Ownership 1 ___ Owner 2 ___ Employee	Col 29
Cols 30-32	DOT (Dictionary of Occupational Titles) 000-*** Transcribe editing marks (Code Supplement C)	Col30 Col31 Col32 Cols 33-49 blank

69. If you could have any job at all in this company (hospital), which would you like to have?

(CODER: TRANSCRIBE INFORMATION FROM Q. 69, CARD 16)

Cols 50-53 Industry

0000-**** Transcribe editing marks (S.I.C. Manual)

Col 50 Col 51 Col 52 Col 53

Cols 54-55 Functional Code

00-** Transcribe editing marks (Code Supplement C)

Col 54 Col 55

Col 56 GED (General Educational Development)

0-9 Transcribe editing marks (Code Supplement C)

Col 56

Col 57 SVP (Specific Vocational Preparation)

0-9 Transcribe editing marks (Code Supplement C)

Col 57

Col 58 Ownership

Col 58

1 ___ Owner

2 ___ Employee

Cols 59-61 DOT (Dictionary of Occupational Titles)

000-*** Transcribe editing marks (Code Supplement C)

Col 59 Col 60 Col 61

Col 62 Same or Different

Col 62

1 ___ Same as present job

2 ___ Different from present job

Cols 63-69 blank

22-3 (SMI)

72. If you could choose anything at all, how would you choose to make your living?

(CODER: TRANSCRIBE INFORMATION FROM Q. 72, CARD 16)

Cols 70-71 **Functional Code**

00-** Transcribe editing marks (Code Supplement C)

___ Col 70 ___ Col 71

Col 72 **Ownership**

1 ___ Owner

2 ___ Employee

___ Col 72

Col 73 **For entire question**

1 ___ Cols. 70-72 coded

2 ___ Cols. 70-71 coded only; Col 72 blank

3 ___ Col 72 coded only; Cols 70-71 blank

___ Col 73

Col 74 **Same or Different**

1 ___ Same as present job

2 ___ Different from present job

___ Col 74

Cols 75-80 blank

B-3.148

32-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

32-1 (SMI)

(FOR CODER)

(TRANSCRIBE INFORMATION FROM Q. 5, CARD 01)	Col 21
(TRANSCRIBE INFORMATION FROM Q. 6, CARD 01)	Col 22
(TRANSCRIBE INFORMATION FROM Q. 8, CARD 01)	Col 23 Col 24
(TRANSCRIBE INFORMATION FROM Q. 8a, CARD 01)	Col 25 Col 26
(TRANSCRIBE INFORMATION FROM Q. 8a, CARD 01)	Col 27 Col 28
	Col 29 blank
(TRANSCRIBE INFORMATION FROM Q. 8b, CARD 01)	Col 30 Col 31
(TRANSCRIBE INFORMATION FROM Q. 8b, CARD 01)	Col 32 Col 33
	Col 34 blank
(TRANSCRIBE INFORMATION FROM Q. 8c, CARD 01)	Col 35 Col 36
(TRANSCRIBE INFORMATION FROM Q. 8c, CARD 01)	Col 37 Col 38
	Col 39 blank
(TRANSCRIBE INFORMATION FROM Q. 9, CARD 01)	Col 40
(TRANSCRIBE INFORMATION FROM Q. 9a, CARD 01)	Col 41

32-2 (SMI)

(FOR CODER)

(TRANSCRIBE INFORMATION FROM Q. 9a, CARD 01)	Col 42
(TRANSCRIBE INFORMATION FROM Q. 10, CARD 01)	Col 43
(TRANSCRIBE INFORMATION FROM Q. 10, CARD 01)	Col 44
(TRANSCRIBE INFORMATION FROM Q. 32, CARD 04)	Col 45
	Cols 46-49 blank
(TRANSCRIBE INFORMATION FROM Q. 33, CARD 04)	Col 50
	Cols 51-54 blank
(TRANSCRIBE INFORMATION FROM Q. 34, CARD 04)	Col 55
	Cols 56-64 blank
(TRANSCRIBE INFORMATION FROM Q. 36, CARD 04)	Col 65
	Cols 66-69 blank
(TRANSCRIBE INFORMATION FROM Q. 37, CARD 04)	Col 70
	Cols 71-74 blank

32-3 (SMI)

(FOR CODER)

(TRANSCRIBE INFORMATION FROM Q. 38, CARD 04)

First Mention	____ Col 75
Second Mention	____ Col 76
Third Mention	____ Col 77
Fourth Mention	____ Col 78
Fifth Mention	____ Col 79
	Col 80 blank

B-3.152

37-i (SMI)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

37-1 (SMI)

B-3.153

(FOR CODER)

(TRANSCRIBE INFORMATION FROM Q. 153, CARD 36)	______ Col 21
(TRANSCRIBE INFORMATION FROM Q. 154, CARD 36)	______ Col 22
(TRANSCRIBE INFORMATION FROM Q. 155, CARD 36)	______ Col 23
(TRANSCRIBE INFORMATION FROM Q. 156, CARD 36)	______ Col 24
(TRANSCRIBE INFORMATION FROM Q. 157, CARD 36)	______ Col 25
(TRANSCRIBE INFORMATION FROM Q. 158, CARD 36)	______ Col 26
(TRANSCRIBE INFORMATION FROM Q. 159, CARD 36)	______ Col 27
(TRANSCRIBE INFORMATION FROM Q. 160, CARD 36)	______ Col 28
(TRANSCRIBE INFORMATION FROM Q. 161, CARD 36)	______ Col 29
(TRANSCRIBE INFORMATION FROM Q. 162, CARD 36)	______ Col 30
(TRANSCRIBE INFORMATION FROM Q. 163, CARD 36)	______ Col 31
(TRANSCRIBE INFORMATION FROM Q. 164, CARD 36)	______ Col 32

37-2 (SMI)

(TRANSCRIBE INFORMATION FROM Q. 165, CARD 36)	Col 33
(TRANSCRIBE INFORMATION FROM Q. 166, CARD 36)	Col 34
(TRANSCRIBE INFORMATION FROM Q. 167, CARD 36)	Col 35
(TRANSCRIBE INFORMATION FROM Q. 168, CARD 36)	Col 36
(TRANSCRIBE INFORMATION FROM Q. 169, CARD 36)	Col 37
(TRANSCRIBE INFORMATION FROM Q. 170, CARD 36)	Col 38
(TRANSCRIBE INFORMATION FROM Q. 171, CARD 36)	Col 39
(TRANSCRIBE INFORMATION FROM Q. 172, CARD 36)	Col 40
(TRANSCRIBE INFORMATION FROM Q. 173, CARD 36)	Col 41 Col 42 blank
(TRANSCRIBE INFORMATION FROM Q. 175, CARD 36)	Col 43

Cols 44-80 blank

APPENDIX B-4

MODIFIED SUPERVISOR POST-TEST INTERVIEW SCHEDULE

2/68 SMII:3

MODIFIED SUPERVISOR POST-TEST
INTERVIEW SCHEDULE

B-4.001

B-4.002

2/68 SMII

My name is _______________. I am working on a study for Cornell University. You were interviewed by us a few weeks ago, and now we would like to interview you again. Just as before, your answers will be private. No one will see your answers or know what you say. You can tell me exactly what you think. There are no right or wrong answers. This is not a test.

It is very important that you give true answers, so if there is a question you don't want to answer tell me, rather than give me an answer you think I want to hear.

Please tell me if there is anything you don't understand about any question.

Is there anything you want to ask me now?

01-1 (SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col3 Col4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-12 blank
Department (CODER: TRANSCRIBE INFORMATION FROM Q. 2, THIS CARD)	Col 13 Col 14
Sex of Respondent (CODER: TRANSCRIBE INFORMATION FROM Q. 257, CARD 21)	Col 15
Race of Respondent (CODER: TRANSCRIBE INFORMATION FROM Q. 258, CARD 21)	Col 16
Nationality (CODER: TRANSCRIBE INFORMATION FROM Q. 243, CARD 20, SMI)	Col 17 Col 18
Age (CODER: TRANSCRIBE INFORMATION FROM Q. 244, CARD 20, SMI)	Col 19 Col 20
	Cols 21-30 blank

01-2(SMII)

Interview Status, Phase II

Col 31 1 ___ Interviewed

2 ___ Refused

3 ___ Sick Leave

4 ___ Unable to be spared

5 ___ Not scheduled

6 ___ Resigned

8 ___ Other (SPECIFY) ___________

____

Col 31

(INTERVIEWER: BEGIN HERE)

First, I'd like to get an idea about the job you have here now.

1. What is the title of the job you have here now? (SPECIFIC JOB TITLE)

____

____

____

1a. What exactly do you do on this job? (PROBE FOR A DETAILED DESCRIPTION OF DUTIES)

____

____

____

(CODER: CODE IN CONJUCTION WITH INFORMATION IN Q. 1 AND FILE ON CARD 22, COLS 21-32)

01-3 (SMII)

2. What department do you work in?

____

____

(CODER: CODE INFORMATION ON THIS CARD, COLS 13-14)

Cols 32-80 blank

2a. Is this job different from the one you had when you were interviewed a few weeks ago?

1 ___ Yes(ASK 2b,2c)

3 ___ No (SKIP TO 2e)

(CODER: CODE INFORMATION ON CARD 42, COL 59)

2b. When was the change made?

Month

01 ___ January

02 ___ February

03 ___ March

04 ___ April

05 ___ May

06 ___ June

07 ___ July

08 ___ August

09 ___ September

10 ___ October

11 ___ November

12 ___ December

(CODER: CODE INFORMATION ON CARD 42, COLS 61-62)

01-4 (SMII)

Day

01-31 Record day given

____

(CODER: CODE INFORMATION ON CARD 42, COLS 63-64)

Year

67 ___ 1967

68 ___ 1968

(CODER: CODE INFORMATION ON CARD 42, COLS 65-66)

2c. What happened to bring about the change?

1 ___ Training program

8 ___ Other (SPECIFY)__________

____

(CODER: CODE INFORMATION ON CARD 42, COL 67)

2e Do you have the authority to hire?

1 ___ Yes

3 ___ No

(CODER: CODE INFORMATION ON CARD 32, COL 21)

2f. Do you have the authority to fire?

1 ___ Yes

3 ___ No

(CODER: CODE INFORMATION ON CARD 32, COL 22)

01-5 (SMII)

11. How do you feel about your job? Do you like it, or dislike it?

1 ___ Like it very much

2 ___ Like it a little

3 ___ Like and dislike equally (IF RESPONDENT INSISTS)

4 ___ Dislike it a little

5 ___ Dislike it very much

___ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE INFORMATION ON CARD 02, COL 21)

8. I want to ask you about the people you are in charge of now. How many are you in charge of this week?

00-** Record number given

____

(CODER: CODE INFORMATION ON CARD 32, COLS 23-24)

8a. Of the people you are in charge of, how many are in supervisory jobs?

00-** Record number given

____

(CODER: CODE INFORMATION ON CARD 32, COLS 25-26)

00-** Percent of employees in supervisory jobs

____

(CODER: CODE INFORMATION ON CARD 32, COLS 27-28)

8b. How many are skilled workers, either hourly or salaried? (Shops)

How many are skilled, either in blue collar, clerical or service jobs? (Hospitals)

Cols 30-31 __.__ Record number given
(FOR CODER)
(CODER: CODE ON CARD 32, COLS 30-31)

Cols 32-33 _____ Percent of skilled workers

(CODER: CODE ON CARD 32, COLS 32-33)

400. In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you feel about working here?

Col 28 1 ___ Part of a big family

3 ___ Part of a big machine

2 ___ Somewhere in between (IF RESPONDENT INSISTS)
(CODER: CODE ON CARD 03, COL 28)

24. In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you think the low-skill workers in your department feel about working here?

Col 21 1 ___ Part of a big family

3 ___ Part of a big machine

2 ___ Somewhere in between (IF RESPONDENT INSISTS)

(CODER: CODE ON CARD 05, COL 21)

02-1 (SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank
(TRANSCRIBE INFORMATION FROM CARD 01, Q. 11)	Col 21
	Cols 22-80 blank

03-1 (SMII)

(FOR CODER)

Firm Identification Number ___ Col 1

Population Identification Number ___ Col 2 ___ Col 3 ___ Col 4

Col 5 blank

Card Number ___ Col 6 ___ Col 7

Interview Phase ___ Col 8

INTERVIEWER: BEGIN HERE

Cols 9-27 blank

23. Do any workers around here come to you to get your advice about anything other than work?

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

(CODER: CODE INFORMATION ON CARD 04, COL 42)

23a. Do they ask about personal things?

1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never

(CODER: CODE INFORMATION ON CARD 04, COL 44

03-2 (SMII)

(TRANSCRIBE INFORMATION FROM CARD 01, Q. 400)

(TRANSCRIBE INFORMATION FROM Q.26, THIS CARD)

25. Do you have the feeling when there is trouble that workers in your department break up into little groups, that everyone sticks together, or each one is for himself?

Col 71 2 ___ Break up into groups

1 ___ Everyone sticks together

3 ___ Each one for himself

___ It depends (IF RESPONDENT INSISTS)

26. Do you think that any of the workers in the higher-skill jobs here think that they are somebody and look down on the workers in the lower-skill jobs? Do you think this is true of most of the higher-skill workers, some of them, or very few?

1 ___ Most

2 ___ Some

3 ___ Very few

4 ___ None

___ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE INFORMATION IN COL 60, THIS CARD)

___
Col 28

Cols 29-59 blank

___
Col 60

Cols 61-70 blank

___
Col 71

Cols 72-80 blank

B-4.012

04-1 (SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col2 Col3 Col4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
INTERVIEWER: BEGIN HERE	Cols 9-37 blank

I am going to read two statements about changes in rules that are made here. I would like you to tell me if you agree or disagree.

27. Rules are changed here without any warning.

4 ___ Agree very much

3 ___ Agree a little

2 ___ Disagree a little

1 ___ Disagree very much

(CODER: CODE THIS INFORMATION ON CARD 05, Col 30)

04-2 (SMII)

28. Rules are changed here regardless of their effect on the workers.

4 ___ Agree very much

3 ___ Agree a little

2 ___ Disagree a little

1 ___ Disagree very much

(CODER: CODE THIS INFORMATION ON CARD 05, COL 32)

29. Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better, or that makes it worse than other companies (hospitals) to work for. What do you think is true?

1 ___ Like any other

2 ___ Something that makes it better

3 ___ Something that makes it worse

(CODER: CODE THIS INFORMATION ON CARD 05, COL 49)

(FOR CODER)

(CODER: TRANSCRIBE INFORMATION FROM Q. 330, CARD 38)

___ Col 38

Col 39 blank

(CODER: TRANSCRIBE INFORMATION FROM Q. 331, CARD 38)

___ Col 40

04-3 (SMII)

Col 41 blank

(CODER: TRANSCRIBE INFORMATION FROM Q. 23, Card 03)

___
Col 42

Col 43 blank

(CODER: TRANSCRIBE INFORMATION FROM Q.23a CARD 03)

___
Col 44

Imagine that the workers you are in charge of were asked to describe you as a supervisor (TITLE OF RESPONDENT). How do you think they would respond in general to the following questions:

32. You take a personal interest in your workers problems?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 45)

33. You try to get the most work out of your workers no matter what?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 50)

34. You would do anything to keep your own record good with the company (hospital) no matter who gets hurt?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 55)

36. You treat everyone alike?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 65)

37. You treat your workers like children?

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 70)

38. What do you think a good supervisor (TITLE OF RESPONDENT) should be like ? How should he treat his workers? (DO NOT READ CATEGORIES)

1 Treat with respect, dignity

2 Treat with warmth, conviviality

3 Treat fairly

4 Treat firmly, show authority

7 Does not apply; no second mention; no third mention; no fourth mention; no fifth mention

8 Other (SPECIFY)________________________

____

Col 75 ___ First Mention

Col 76 ___ Second Mention

Col 77 ___ Third Mention

Col 78 ___ Fourth Mention

Col 79 ___ Fifth Mention

(CODER: CODE ON CARD 32, COLS 75-79)

Cols 45-64 blank

If you were to describe a good supervisor (TITLE), would you say:

39. He should take a personal interest in his workers' problems?

Col 65

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

___ Col 65

40. He should play favorites?

1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree

(CODER: CODE ON CARD 05, COL 47)

41. He should treat all his workers alike?

Col 71
1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree

(CODER: CODE ON THIS CARD, COL 71)

42. He should treat his workers like children?

Col 73
1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree

(CODER: CODE ON THIS CARD, COL 73)

Col 66 blank

44. He should get the most work out of his workers no matter what?

Col 67

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

___ Col 67

Col 68 blank

47. He should do anything to keep his own record good with the company (hospital) no matter who gets hurt?

Col 69

1 ___ Strongly agree

2 ___ Agree

3 ___ Don't know (IF RESPONDENT INSISTS)

4 ___ Disagree

5 ___ Strongly disagree

___ Col 69

Col 70 blank

(CODER: TRANSCRIBE INFORMATION FROM Q. 41, THIS CARD)

___ Col 71

Col 72 blank

(CODER: TRANSCRIBE INFORMATION FROM Q. 42, THIS CARD)

___ Col 73

Cols 74-80 blank

05-1 (SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col2 Col3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 24, CARD 01)	Col 21
	Cols 22-29 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 27, CARD 04)	Col 30
	Col 31 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 28, CARD 04)	Col 32
	Cols 33-46 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 40, CARD 04)	Col 47
	Col 48 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 29, CARD 04)	Col 49
	Cols 50-80 blank

16-1 (SMII)

(FOR CODER)	
Firm Identification Number	Col 1
Population Identification Number	Col2 Col3 Col4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
(DO NOT ASK IF THIS IS RESPONDENT'S ONLY JOB)	
67. Of all the jobs you have had, including the one you have here, which did you like best? (GET A FULL DESCRIPTION AND JOB TITLE; ALSO THE TYPE OF COMPANY)	Cols 9-20 blank
(FOR CODER) Cols 21-24 INDUSTRY	Col21 Col22 Col23 Col24
Cols 25-26 FUNCTIONAL CODE	Col 25 Col 26
Col 27 OWNERSHIP	Col 27
1 ___ Owner	
2 ___ Employee	
	Cols 28-33 blank

16-2 (SMII)

68. Over the past two years, were you ever unemployed? That is, were you out of work and looking for work? (DO NOT INCLUDE LAYOFFS AT PRESENT JOB IN PAST YEAR)

Col 34
1 ___ Yes, a great deal
2 ___ Yes, only a few times
3 ___ No

___ Col 34

69. If you could have any job at all in this company (hospital), which would you like to have? (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(CODER: CODE ON CARD 22, COLS 50-62)

Cols 35-44 blank

71. Do you think you could ever get it?

Col 45
1 ___ Very likely
2 ___ Somewhat likely
3 ___ 50 - 50 chance
4 ___ Somewhat unlikely
5 ___ Very unlikely

___ Col 45

72. If you could choose anything at all, how would you choose to make your living? (THIS MEANS ACTUALLY WORKING AT SOMETHING) (GET A FULL DESCRIPTION AND JOB TITLE)

____

____

____

(CODER: CODE ON CARD 22, COLS 70-72 AND COL 74)

16-3 (SMII)

Cols 46-52 blank

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

73. What would you like your son to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE) ______________________

____

____

(FOR CODER)

Cols 53-54 FUNCTIONAL CODE

Col 55 OWNERSHIP

1 ___ Owner

2 ___ Employee

Col 53 Col 54

Col 55

Col 56 blank

73b. What sort of schooling would he need to make his living that way? (DO NOT READ CATEGORIES)

Col 57

1 ___ Finish high school

2 ___ Some college; specific number of years not given

3 ___ Finish college

4 ___ Graduate or professional school

5 ___ Trade, technical or commercial training

8 ___ Other (SPECIFY)______

____

Col 57

16-4 (SMII)

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

74. What would you like your daughter to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE) ____________________

____

____

(FOR CODER)

Cols 58-59 FUNCTIONAL CODE

____ Col 58 ____ Col 59

Col 60 OWNERSHIP

1 ___ Owner

2 ___ Employee

____ Col 60

Col 61 blank

74b. What sort of schooling would she need to make her living that way?

Col 62

1 ___ Finish school

2 ___ Some college; specific number of years not given

3 ___ Finish college

4 ___ Graduate or professional school

5 ___ Trade, technical or commercial training

8 ___ Other (SPECIFY)________

____

____ Col 62

Cols 63-64 blank

16-5 (SMII)

78. How much take-home pay each week do you need now to just get along?

Cols 65-67 _______ (RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR)

Col65 Col66 Col67

78a. Are you thinking of yourself?

Col 79 1 ___ Yourself

2 ___ You and your family

(CODER: CODE IN COL 79, THIS CARD)

79. How much take-home pay each week do you need now in order to be comfortable?

Cols 69-71 _____ (RECORD RIGURE ROUNDED TO NEAREST WHOLE DOLLAR)

Col69 Col70 Col71

Col 72 blank

(FOR CODER)
Discrepancy between response to Q. 102 and Q. 103

Col 73 + ___ Plus

- ___ Minus

Col 73

(CODER: DO NOT CODE IN COLS 73-76. THIS OPERATION WILL BE DONE BY MACHINE)

Cols 74-76 DISCREPANCY

Col74 Col75 Col76

Col 77 blank

Col 78 CALCULATION OF DISCREPANCY

Blank ___ Discrepancy score can be determined

Col 78

2 ___ Discrepancy score cannot be determined

(CODER: TRANSCRIBE INFORMATION FROM Q. 78a, THIS CARD)

Col 79

Col 80 blank

B-4.025

17-1(SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col3 Col 4 Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8

(INTERVIEWER: BEGIN HERE)

80. Supposing another company (hospital) offered you the same kind of job you have here at the same pay. Would you be interested in taking it?

Cols 9-32 blank

Col 33 1 ___ Definitely interested

2 ___ Probably interested

3 ___ Undecided

4 ___ Probably not interested

5 ___ Definitely not interested

Col 33

Cols 34-35 blank

80bi. Supposing they offered you the same kind of job with about a ten per cent increase in pay. Would you be interested in it?

Col 36 1 ___ Definitely interested

2 ___ Probably interested

3 ___ Undecided

4 ___ Probably not interested

5 ___ Definitely not interested

Col 36

Cols 37-80 blank

18-1(SMII)

(FOR CODER)	
Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8

(INTERVIEWER: BEGIN HERE)

Cols 9-32 blank

82. Would you be willing to take a chance at a better job with more pay even if you weren't sure you could make good at it, or would you rather work at a job like you have which you are sure you can do?

Col 33 1 ___ A chance at a better paying job

3 ___ Job like present job

Col 33

Cols 34-80 blank

18-2 (SMII)

306.I would like to ask you about the training program given here recently.

306a.Did you discuss the program with trainees?

1 ___ Very often

2 ___ Often

3 ___ Once in awhile

4 ___ Seldom

5 ___ Never

(CODER: CODE ON CARD 40,
COL 70

306b.Did you discuss the program with workers not in it?

1 ___ Very often

2 ___ Often

3 ___ Once in awhile

4 ___ Seldom

5 ___ Never

(CODER: CODE ON CARD 39,
COL 21)

306c.Did you discuss the program with other supervisors or foremen?

1 ___ Very often

2 ___ Often

3 ___ Once in awhile

4 ___ Seldom

5 ___ Never

(CODER: CODE ON CARD 39,
COL 29)

306d. With whom did you discuss the program most?

1 ___ Trainees

2 ___ Non-trainees

3 ___ Supervisors or foremen

4 ___ About equal for all

(CODER: CODE ON CARD 40,
COL 72)

307. What do you think the people in the program gained from it?

1 Promotion, e.g., higher job

2 Wage increase

3 Technical skills

4 Interpersonal skills, e.g., how to get along with people

5 Nothing

6 Self esteem

7 No second mention; no third mention

8 Other

9 Don't know

First Mention ____________

(CODER: CODE ON CARD 41,
COL 29)

Second Mention ____________

(CODER: CODE ON CARD 41,
COL 30)

Third Mention ____________

(CODER: CODE ON CARD 41,
Col 31)

307a Did they get a different job?

1 ___ Yes (ASK Q. 307ai)

3 ___ No (SKIP TO Q. 307b)

(CODER: CODE ON CARD 41, COL 32)

307ai. What job? ____________________

(CODER: CODE ON CARD 41, COLS 34-35)

Functional Code

00-** Transcribe editing marks (Code Supplement C)

307b. Did they get any sort of wage increase?

1 ___ Yes

3 ___ No

(CODER: CODE ON CARD 41, COL 37)

307d. Did they get anything else?

1 ___ Wage increase - specific amount mentioned

2 ___ Wage increase: non-specific

3 ___ Promotion: better job

4 ___ Diploma, certificate

6 ___ Self-esteem

7 ___ Does not apply

8 ___ Other (SPECIFY) ____________

____

9 ___ Don't know

(CODER: CODE ON CARD 41, COL 39)

307c. Did they get anything that would help them personally?

1 ___ Yes (ASK Q. 307ci)

3 ___ No (SKIP TO Q. 308)

(CODER: CODE ON CARD 41, COL 40)

307ci. What was that?

1 Promotion e.g., a better job

2 Wage increase

3 Learned technical skills

4 Learned interpersonal skills

5 Certificate, diploma

6 Personal satisfaction e.g., happy, satisfied, self esteem

7 Does not apply; no second mention

8 Other (SPECIFY)___________________

9 Don't know

First Mention ______________________

(CODER: CODE ON CARD 41, COL 42)

Second Mention ______________________

(CODER: CODE ON CARD 41, COL 43)

308. Do you think the way the people were chosen for the program was fair or unfair?

1 ___ Fair

2 ___ Unfair

(CODER: CODE ON CARD 41 COL 47)

309. Do you think the best people were chosen?

1 ___ Yes

3 ___ No

(CODER: CODE ON CARD 41, COL 49)

311. In your opinion, how do most of the workers who were not in the program feel about it? Do they think it was a good thing?

1 ___ All of them

2 ___ Most of them

3 ___ Half of them

4 ___ Few of them

5 ___ None of them

(CODER: CODE ON CARD 41, COL 66)

312. Did the trainees think the training program was a good thing?

1 ___ All of them

2 ___ Most of them

3 ___ Half of them

4 ___ Few of them

5 ___ None of them

(CODER: CODE ON CARD 41, COL 68)

18-7 (SMII)

313. Did the supervisors or foremen think the training program was a good thing?

1 ___ All of them

2 ___ Most of them

3 ___ Half of them

4 ___ Few of them

5 ___ None of them

(CODER: CODE ON CARD 41, COL 70)

314. How about yourself: do you think the training program was a good thing?

1 ___ Good thing

2 ___ Both good and bad

3 ___ Bad thing

(CODER: CODE ON CARD 41, COL 72)

315. Before the program began, were you in favor of it, opposed to it, or didn't you care one way or the other?

1 ___ In favor of it

2 ___ Didn't care one way or the other

3 ___ Opposed to it

(CODER: CODE ON CARD 34, COL 33)

316. Did the program do what you expected it would do?

1 ___ Yes

2 ___ Both yes and no

3 ___ No
(CODER: CODE ON CARD 38, COL 29)

317. Did you take part in the training program in any way, either directly or indirectly?

1 ___ Yes

3 ___ No
(CODER: CODE ON CARD 34, COL 69)

319. Do you feel at all differently about yourself as a supervisor since the training program was begun?

1 ___ Yes

3 ___ No
(CODER: CODE ON CARD 34, COL 71)

320. How useful do you think the training program was in teaching the trainees operations they need to know to do their new jobs?

1 ___ Very useful

2 ___ Somewhat useful

3 ___ Only a little useful

4 ___ Not at all useful
(CODER: CODE ON CARD 38, COL 37)

18-9 (SMII)

321. How useful do you think the training program was in teaching the trainees how to deal with people on their new jobs?

1 ___ Very useful

2 ___ Somewhat useful

3 ___ Only a little useful

4 ___ Not at all useful

(CODER: CODE ON CARD 38, COL 39)

322. How useful do you think the training program was in teaching the trainees how their work fits into the whole company?

1 ___ Very useful

2 ___ Somewhat useful

3 ___ Only a little useful

4 ___ Not at all useful

(CODER: CODE ON CARD 38, COL 42)

323. Was the training program useful in any other ways in teaching the trainees how to do their new jobs?

1 ___ Yes

3 ___ No

(CODER: CODE ON CARD 38, COL 45)

18-10 (SMII)

325. Do you think the way the training program was run, could be improved in any way?

1 ___ A great deal

2 ___ Some

3 ___ Very little

4 ___ No

(CODER: CODE ON CARD 38, COL 59)

326. What effect do you think the training program had on the way the work is done around here?

1 ___ Very positive

2 ___ Positive

3 ___ No effect

4 ___ Negative

5 ___ Very negative

___ Both (IF RESPONDENT INSISTS

(CODER: CODE ON CARD 42, COL 45)

327. Do you feel that most workers treat each other better or worse since there was a training program?

1 ___ Much better

2 ___ Better

3 ___ No difference

4 ___ Worse

5 ___ Much worse

___ Both (IF RESPONDENT INSISTS)

(CODER: CODE ON CARD 42, COL 48)

B-4.037

18-11 (SMII)

328. What effect do you think the training program had on the way you do things on the job?

1 ___ Very positive

2 ___ Positive

3 ___ No effect

4 ___ Negative

5 ___ Very negative

___ Both (IF RESPONDENT INSISTS)

(CODER: CODE ON CARD 42, COL 53)

329. What effect do you think the training program had on the way other supervisors and foremen do things on the job?

1 ___ Very positive

2 ___ Positive

3 ___ No difference

4 ___ Negative

5 ___ Very negative

___ Both (IF RESPONDENT INSISTS)

(CODER: CODE ON CARD 42, Col 77)

38-1 (SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-28 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.316)	Col 29
	Cols 30-36 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 320)	Col 37

(INTERVIEWER: BEGIN HERE)

330. Now what about the people who just became ____________ (TITLE OF PRESENT JOB), do you think the people they used to work with here respect them more, respect them less, or didn't it make any difference?

1 ___ Respect them more

3 ___ Respect them less

2 ___ Made no difference

(CODER: CODE ON CARD 04, COL 38)

38-2 (SMII)

Col 38 Blank

331. Do you think the people the trainees used to work with are more friendly to them, less friendly, or didn't it make any difference?

1 ___ More friendly to them

3 ___ Less friendly to them

2 ___ Made no difference

(CODER: CODE ON CARD 04, COL 40)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 321)

Col 39

Cols 40-41 blank

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.322)

Col 42

Cols 43-44 blank

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.323)

Col 45

Cols 46-51 blank

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.324)

Col 52

Cols 53-58 blank

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.325)

Col 59

Cols 60-80 blank

34-1 (SMII)

(FOR CODER)

Firm Identification Number

Col 1

Population Identification Number

Col2 Col3 Col 4

Col 5 blank

Card Number

Col 6 Col 7

Interview Phase

Col 8

Cols 9-32 blank

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 315)

Col 33

Cols 34-40 blank

110. What effect do you think the training program had on the productivity of the workers?

Col 41

1 ___ Very positive
2 ___ Somewhat positive
3 ___ Neutral, no effect
4 ___ Somewhat negative
5 ___ Very negative

Col 41

Col 42 blank

111. What effect did it have on the quality of the work?

Col 43

1 ___ Very positive
2 ___ Somewhat positive
3 ___ Neutral, no effect
4 ___ Somewhat negative
5 ___ Very negative

Col 43

Col 44 blank

112. What effect did it have on attendance?

Col 45

1 ___ Very positive

2 ___ Somewhat positive

3 ___ Neutral, no effect

4 ___ Somewhat negative

5 ___ Very negative

Col 45

Cols 46-68 blank

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 317)

Col 69

Col 70 blank

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 319)

Col 71

Cols 72-80 blank

201

B-4.042

42-1 (SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank
(TRANSCRIBE INFORMATION FROM Q.335, THIS CARD)	Col 21
	Col 22 blank
(TRANSCRIBE INFORMATION FROM Q.335a, THIS CARD)	Col 23 Col 24
	Cols 25-26 blank
(TRANSCRIBE INFORMATION FROM Q.335c, THIS CARD)	Col 27
	Col 28 blank
(TRANSCRIBE INFORMATION FROM Q. 335d, THIS CARD)	Col 29

42-2 (SMII)

INTERVIEWER: BEGIN HERE

332. From what you have seen, do you think most of the new ___________s (TITLE OF UPGRADED TRAINEES) are as friendly with people as they were before?

Cols 30-32 blank

Col 33 1 ___ Much more friendly
2 ___ More friendly
3 ___ No change
4 ___ Less friendly
5 ___ Much less friendly

Col 33

Cols 34-36 blank

333. Do you think most of the trainees see themselves as part of management now, or still as part of the workers?

Col 37 1 ___ Part of the management
3 ___ One of the workers
2 ___ Some of both (IF RESPONDENT INSISTS)

Col 37

Cols 38-44 blank

335. Do any of the ______________s (TITLE OF UPGRADED TRAINEES) work for you now?

1 ___ Yes

3 ___ No

(CODER: CODE ON THIS CARD, COL 21)

335a. How many work with you now?

00-** _____ (RECORD ACTUAL NUMBER)

(CODER: CODE ON THIS CARD, COLS 23-24)

335i. Does he (she) (they) work much harder than before?

1 ___ Yes

3 ___ No

(CODER: CODE ON CARD 40, COL 21)

335ii. Does he (she) (they) have more responsibility?

1 ___ Yes

3 ___ No

(CODER: CODE ON CARD 40, COL 23)

335iii. Does he (she) (they) have to boss other people?

1 ___ Yes

3 ___ No

(CODER: CODE ON CARD 40, COL 25)

335c. Do you think your new group leaders are doing a very good job, a good job, a fair job or a poor job?

1 ___ Very good job

2 ___ Good job

3 ___ Fair job

4 ___ Poor job

(CODER: CODE INFORMATION ON THIS CARD, COL 27)

335d. Do you think he (she) (they) could have done as well, better, or worse without training?

2 ___ As well

1 ___ Better

3 ___ Worse

(CODER: CODE INFORMATION ON THIS CARD, COL 29)

Col 45
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 326)

___ Col 45

Cols 46-47 blank

Col 48
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 327)

___ Col 48

Cols 49-52 blank

Col 53
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 328)

___ Col 53

Cols 54-58 blank

42-5 (SMII)

(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q.2a)	Col 59	
	Col 60 blank	
(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q.2b)		
Month	Col 61	Col 62
Day	Col 63	Col 64
Year	Col 65	Col 66
(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q.2c)	Col 67	
	Cols 68-76 blank	
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.329)	Col 77	
	Cols 78-80 blank	

37-1(SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

(INTERVIEWER, BEGIN HERE)

(IF ONE OF THE TRAINEES IS NOW WORKING FOR RESPONDENT, ASK:)

Think of the trainee who is working for you now. I'd like you to rate that person on the traits I will mention. I'll read you a pair of traits and I'd like you to tell me whether you think this person is more like the one trait or the other, or somewhere in between.

For example:

336. Would you say that this person is neat or sloppy or somewhere in between?

(IF NEAT, ASK: "WOULD YOU SAY VERY NEAT OR SOMEWHAT NEAT?")

(IF SLOPPY, ASK: "WOULD YOU SAY VERY SLOPPY OR SOMEWHAT SLOPPY?")

(IF IN BETWEEN, ASK: "WOULD YOU SAY SLIGHTLY MORE NEAT OR SLIGHTLY MORE SLOPPY?")

Col 21
1 ___ Very neat
2 ___ Somewhat neat
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat sloppy
5 ___ Very sloppy

Col 21

337. Would you say this person has a sense of humor or is humorless or is somewhere in between?

Col 22 1 ___ Very good sense of humor

2 ___ Somewhat of a sense of humor

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat humorless

5 ___ Very humorless

___ Col 22

338. Would you say this person is dominating or submissive or somewhere in between?

Col 23 1 ___ Very dominating

2 ___ Somewhat dominating

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat submissive

5 ___ Very submissive

___ Col 23

339. Would you say that this person is cooperative or uncooperative or somewhere in between?

Col 24 1 ___ Very cooperative

2 ___ Somewhat cooperative

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat uncooperative

5 ___ Very uncooperative

___ Col 24

340. Would you say this person is irritable or even-tempered or somewhere in between?

Col 25 1 ___ Very irritable

2 ___ Somewhat irritable

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat even-tempered

5 ___ Very even-tempered

___
Col 25

341. Would you say this person keeps to himself or is out-going or is somewhere in between?

Col 26 1 ___ Keeps very much to himself

2 ___ Keeps somewhat to himself

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat out-going

5 ___ Very out-going

___
Col 26

342. Would you say this person is self-assured or lacking in self-confidence, or somewhere in between?

Col 27 1 ___ Very self-assured

2 ___ Somewhat self-assured

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat lacking in self-confidence

5 ___ Very lacking in self-confidence

___
Col 27

343. Would you say this person likes responsibilities or dislikes responsibilities or is somewhere in between?

Col 28
1 ___ Likes responsibilities very much
2 ___ Likes responsibilities somewhat
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Dislikes responsibilities somewhat
5 ___ Dislikes responsibilities very much

Col 28

344. Would you say this person does only what he/she is told or takes initiative or is somewhere in between?

Col 29
1 ___ Tends very much to do only what is told

2 ___ Tends somewhat to do only what is told

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Tends somewhat to take initiative

5 ___ Tends very much to take initiative

Col 29

345. Would you say this person is friendly or unfriendly or somewhere in between?

Col 30 1 ___ Very friendly
2 ___ Somewhat friendly
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat unfriendly
5 ___ Very unfriendly

___
Col 30

346. Would you say this person is easy going or takes things seriously or somewhere in between?

Col 31 1 ___ Very easy going
2 ___ Somewhat easy going
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Takes things somewhat seriously
5 ___ Takes things very seriously

___
Col 31

347. Would you say this person is sympathetic or unsympathetic or somewhere in between?

Col 32 1 ___ Very sympathetic
2 ___ Somewhat sympathetic
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat unsympathetic
5 ___ Very unsympathetic

___
Col 32

348. Would you say this person is ambitious or lacks ambition or is somewhere in between?

Col 33
1 ___ Very ambitious
2 ___ Somewhat ambitious
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat lacking in ambition
5 ___ Very lacking in ambition

___ Col 33

349. Would you say this person has a sense of duty or lacks a sense of duty or is somewhere in between?

Col 34
1 ___ Strong sense of duty
2 ___ Somewhat of a sense of duty
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Is somewhat lacking in a sense of duty
5 ___ Is very lacking in a sense of duty

___ Col 34

350. Would you say this person gets along well with co-workers or gets along poorly with co-workers or is somewhere in between?

Col 35
1 ___ Gets along very well
2 ___ Gets along well
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Gets along poorly
5 ___ Gets along very poorly

___ Col 35

351. Would you say this person is loyal to the company or is not loyal to the company or is somewhere in between?

Col 36
1 ___ Very loyal to company
2 ___ Somewhat loyal to company
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Not very loyal to company
5 ___ Not at all loyal to company

___ Col 36

352. Would you say this person is calm or is excitable or is somewhere in between?

Col 37
1 ___ Very calm
2 ___ Somewhat calm
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat excitable
5 ___ Very excitable

___ Col 37

353. Would you say this person is sociable or unsociable or somewhere in between?

Col 38
1 ___ Very sociable
2 ___ Somewhat sociable
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat unsociable
5 ___ Very unsociable

___ Col 38

37-9(SMII)

354. Would you say this person gets angry easily or does not get angry easily or is somewhere in between?

Col 39 1 ___ Gets angry very easily
2 ___ Gets angry easily
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Seldom gets angry
5 ___ Never gets angry

Col 39

355. Would you say this person is hard to talk to or is easy to talk to or is somewhere in between?

Col 40 1 ___ Very hard to talk to
2 ___ Somewhat hard to talk to
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat easy to talk to
5 ___ Very easy to talk to

Col 40

Col 41 blank

356. Would you say this person is unsatisfied with his/her present job or is satisfied with his/her present job or is somewhere in between?

Col 42 1 ___ Very unsatisfied with present job
2 ___ Somewhat unsatisfied with present job
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat satisfied with present job
5 ___ Very satisfied with present job

Col 42

357. Would you say this person follows orders well or follows order poorly or is somewhere in between?

Col 43
1 ___ Follows orders very well
2 ___ Follows orders well
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Follows orders poorly
5 ___ Follows orders very poorly

___
Col 43

Cols 44-80 blank

	B-4.057
36-1(SMII)	
(FOR CODER)	
Firm Identification Number	___ Col 1
Population Identification Number	___ Col 2 ___ Col 3 ___ Col 4
	Col 5 blank
Card Number	___ Col 6 ___ Col 7
Interview Phase	___ Col 8
(INTERVIEWER: BEGIN HERE)	
How well would you say the following statements apply to this person (PERSON REFERRED TO IN Qs 336-357):	Cols9-60 blank
358. Has many friends at work?	
Col 61 1 ___ Applies very well	___ Col 61
2 ___ Applies somewhat	
4 ___ Does not apply very well	
5 ___ Does not apply at all	
3 ___ Don't know (IF RESPONDENT INSISTS)	

359. Mixes only with people of the same race or nationality?

Col 62 1 ___ Applies very well
2 ___ Applies somewhat
4 ___ Does not apply very well
5 ___ Does not apply at all
3 ___ Don't know (IF RESPONDENT INSISTS)

Col 62

360. Is often late to work?

Col 63 1 ___ Applies very well
2 ___ Applies somewhat
4 ___ Does not apply very well
5 ___ Does not apply at all
3 ___ Don't know (IF RESPONDENT INSISTS)

Col 63

361. Is a leader?

Col 64 1 ___ Applies very well
2 ___ Applies somewhat
4 ___ Does not apply very well
5 ___ Does not apply at all
3 ___ Don't know (IF RESPONDENT INSISTS)

Col 64

362. (OMITTED)

365. Do you think it would be desirable or undesirable to have another training program here to upgrade workers?

1 ___ Very desirable

2 ___ Desirable

3 ___ Uncertain

4 ___ Not very desirable

5 ___ Undesirable

(CODER: CODE ON CARD 42, COL 55)

33-1(SMII)

(FOR CODER)

Firm Identification Number — Col 1

Population Identification Number — Col 2 Col 3 Col 4
Col 5 blank

Card Number — Col 6 Col 7

Interview Phase — Col 8

(INTERVIEWER: BEGIN HERE)

Cols 9-52 blank

100. Let's suppose another training program were given here so that low-skill workers here could learn to do other, more skilled work. How interested do you think the low-skill workers you are in charge of would be in taking part in it?

Col 53
1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested

Col 53

Cols 54-80 blank

11-1 (SMII)

(FOR CODER)	
Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

INTERVIEWER: BEGIN ON NEXT PAGE

11-2 (SMI)

These are things that people may believe or that they may feel. Tell me whether you agree or disagree with them.

(ASK AFTER READING EACH, "DO YOU AGREE WITH THAT OR DISAGREE?" THEN, IF AGREE, "VERY MUCH OR A LITTLE?" IF DISAGREE, "VERY MUCH OR A LITTLE?")

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

181. I think that I am a person who cares about the feelings of other people.

Col 21 ___

Col 21

182. I believe that people usually help each other.

Col 22 ___

Col 22

183. I think that I have to look out for myself in this world.

Col 23 ___

Col 23

184. I am able to do things as well as most other people.

Col 24 ___

Col 24

185. I believe that people are out for themselves.

Col 25 ___

Col 25

11-3 (SMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

186. I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.

Col 26 ___

Col 26

187. I think that there are many people who care what happens to me.

Col 27 ___

Col 27

188. There is much in my life that I am proud of.

Col 28 ___

Col 28

189. I feel uncomfortable with many people.

Col 29 ___

Col 29

190. I am respected as a person by all kinds of people.

Col 30 ___

Col 30

191. All in all, I pretty much feel that I am a failure.

Col 31 ___

Col 31

11-4 (SMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

192. It upsets me very much to see another person suffer.

Col 32 ____

Col 32

193. I like to stand up for what I believe in when I am in a group, even when no one else agrees with me.

Col 33

Col 33

194. I hardly ever feel like picking a fight with anyone.

Col 34 ____

Col 34

195. There are times when I feel as if I'm getting a raw deal from life.

Col 35 ____

Col 35

196. It usually bothers me to see someone made fun of in front of others regardless of what he's done.

Col 36 ____

Col 36

197. I like arguing with a supervisor or someone I have to take orders from

Col 37 ____

Col 37

11-5 (SMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

198. I just can't stay mad even when I think I should.

Col 38 ___

Col 38

199. At times I have a strong feeling to do something bad or shocking.

Col 39 ___

Col 39

200. If I happen to hurt someone without meaning to I usually don't let it bother me.

Col 40 ___

Col 40

201. I enjoy taking chances in games and in life.

Col 41 ___

Col 41

202. I have often either broken rules and regulations or really wanted to.

Col 42 ___

Col 42

203. I don't admire anybody very much.

Col 43 ___

Col 43

204. At times I feel like smashing things.

Col 44 ___

Col 44

11-6 (SMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

(CODER: TRANSCRIBE FROM Q. 219)

205. There is no use in training Negroes and Puerto Ricans for better jobs because most white employers wouldn't hire them anyway.

Col 46 ____

206. One way to do away with discrimination is to pass stronger laws.

Col 47 ____

207. There will always be poor people.

Col 48 ____

208. The police are tougher on Negroes and Puerto Ricans than they are on most other people.

Col 49 ____

209. Unions don't help you; they just collect your dues.

Col 50 ____

210. In this country most people don't want to see colored people move up to better jobs.

Col 51 ____

Col 45

Col 46

Col 47

Col 48

Col 49

Col 50

Col 51

236

B-4.067

11-7 (SMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

211. People who don't have much money can't expect to get justice in the courts.

Col 52 ____

Col 52

212. I am able to do much more skilled work than I do now.

Col 53 ____

Col 53

214. Groups that are for discrimination should be outlawed.

Col 54 ___

Col 54

215. Unions have helped better conditions for working people.

Col 55 ____

Col 55

216. If you speak with a different accent it counts against you, no matter what you do.

Col 56 ____

Col 56

217. There will always be people who are discriminated against.

Col 57 ____

Col 57

11-8 (SMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

213. The Negro and Puerto Rican worker who wants to get ahead today can do so without any real difficulty.

Col 58 _____

Col 58

218. Negro and Puerto Rican children are receiving as good an education as white children.

Col 59 _____

Col 59

219. Negro and Puerto Rican workers just don't seem to get the hang of doing complicated jobs.

Col 45 _____
(CODER: CODE ON COL 45, THIS CARD)

220. There is very little that minority groups can do to change things in this country.

Col 60 _____

Col 60

221. The civil rights movement is a good thing for this country.

Col 61 _____

Col 61

222. The civil rights movement is moving too slowly.

Col 62 _____

Col 62

11-9 (SMII)

1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

224. Negroes can only win their rights if they fight for them themselves.

Col 63 ____

Col 63

225. In the next five years we can expect that the attitude of white people about civil rights will be worse.

Col 64 ____

Col 64

226. Negroes and Puerto Ricans are better off today than they were five years ago.

Col 65 ____

Col 65

227. Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.

Col 66 ____

Col 66

If the low-skill workers in your department were asked to describe the way they felt about it as a place to work in, how do you think they would respond? (REFERS TO WORKERS IN GENERAL)

229. That the department is a pleasant place to work.

1 ___ Agree very much

2 ___ Agree a little

3 ___ Disagree a little

4 ___ Disagree very much

(CODER: CODE ON CARD 35, COL 53)

230. That the department does good work.

1 ___ Agree very much

2 ___ Agree a little

3 ___ Disagree a little

4 ___ Disagree very much

(CODER: CODE ON CARD 35, COL 58)

231. That the department is a friendly place to work.

1 ___ Agree very much

2 ___ Agree a little

3 ___ Disagree a little

4 ___ Disagree very much

(CODER: CODE ON CARD 35, COL 63)

232. That the people in the department argue a lot.

1 ___ Agree very much

2 ___ Agree a little

3 ___ Disagree a little

4 ___ Disagree very much

(CODER: CODE ON CARD 35, COL 71)

233. That there are a lot of stuck-up people in the department.

1 ___ Agree very much

2 ___ Agree a little

3 ___ Disagree a little

4 ___ Disagree very much

(CODER: CODE ON CARD 35, COL 76)

11-11 (SMII)

These are ways people sometimes feel. Please tell me if you feel that way very often, sometimes, hardly ever, or never.

How often do you feel:

234. That you have no one to turn to.

Col 74 1 ___ Very often
2 ___ Sometimes
3 ___ Hardly ever
4 ___ Never

___ Col 74

235. That you have problems with your life that are too much for you.

Col 75 1 ___ Very often
2 ___ Sometimes
3 ___ Hardly ever
4 ___ Never

___ Col 75

236. Upset when people find fault with you.

Col 76 1 ___ Very often
2 ___ Sometimes
3 ___ Hardly ever
4 ___ Never

___ Col 76

237. That people laugh at you.

Col 77 1 ___ Very often
2 ___ Sometimes
3 ___ Hardly ever
4 ___ Never

___ Col 77

11-12 (SMII)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

75. A job is just a way to make money and it's better to find the easiest job that pays the most.

Col 78 ______

______
Col 78

76. If you are willing to work hard, the boss will just take advantage of you.

Col 79 ______

______
Col 79

77. People who try to get ahead are not really liked by other people.

Col 80 ______

______
Col 80

B-4.073

21-1(SMII)

(FOR CODER)

Firm Identification Number ____ Col 1

Population Identification Number ____ Col 2 ____ Col 3 ____ Col4

Col 5 blank

Card Number ____ Col 6 ____ Col 7

Interview Phase ____ Col 8

Interviewer Check List (TO BE FILLED OUT BY INTERVIEWER AFTER INTERVIEW HAS TAKEN PLACE AND NOT IN THE PRESENCE OF THE RESPONDENT)

Cols 9-60 blank

257. Sex of respondent:

Col 15 1 ___ Male

2 ___ Female

(CODER: CODE IN COL 15 , CARD 01)

258. Race of respondent (APPEARANCE)

Col 16 1 ___ White

2 ___ Negro

3 ___ Puerto Rican

4 ___ Oriental

8 ___ Other (SPECIFY) ____________

____

(CODER: CODE IN COL 16, CARD 01)

259. Did respondent have difficulty understanding the questions? That is, did you need to rephrase questions?

Col 61 1 ___ None

2 ___ A little

3 ___ A great deal

___ Col 61

260. Did the respondent have difficulty answering the questions?

Col 62 1 ___ None

2 ___ A little

3 ___ A great deal

___ Col 62

261. Was the respondent able to communicate his ideas? (THIS REFERS TO ENGLISH USAGE)

Col 63 1 ___ No difficulty

2 ___ Some difficulty

3 ___ Much difficulty

___ Col 63

262. Did you have difficulty understanding respondent because of accent?

Col 64 1 ___ Yes

3 ___ No

4 ___ Interview conducted in Spanish

___ Col 64

Col 65 blank

266. How interested in the interview was the respondent?

Col 66 1 ___ Was very interested
2 ___ Fairly interested
3 ___ Hardly interested
4 ___ Not at all interested

___ Col 66

267. What was the respondent's attitude toward you?

Col 67 1 ___ Friendly and open
2 ___ Somewhat reserved
3 ___ Rather withdrawn and stiff
4 ___ Belligerent

___ Col 67

Cols 68-69 blank

Interviewee: ______________________________

Interviewer:

Cols 70-71 ________________________
(INTERVIEWER PLEASE PRINT YOUR NAME HERE)

___ Col 70 ___ Col 71

Length of Interview

Cols 72-74 FROM ______ TO ______

___ Col72 ___ Col73 ___ Col74

B-4.076

21-4(SMII)

Date of Interview

Cols 75-76 Month

01 ___ January
02 ___ February
03 ___ March
04 ___ April
05 ___ May
06 ___ June
07 ___ July
08 ___ August
09 ___ September
10 ___ October
11 ___ November
12 ___ December

Col 75 Col 76

Cols 77-78 Day

01-31 _____

Col 77 Col 78

Cols 79-80 Year

66 ___ 1966

67 ___ 1967

68 ___ 1968

Col 79 Col 80

22-1 (SMII)

(FOR CODER)	
Firm Identification Number	Col 1
Population Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank

(CODER: TRANSCRIBE FROM Qs 1 & 1a, CARD 01)

1. What is the title of the job you have here now? now?

1a. What are your duties on this new job?

Cols 21-24	Industry 0000-**** Transcribe editing marks (S.I.C. manual)	Col 21 Col 22 Col 23 Col 24
Cols 25-26	Functional Code 00-** Transcribe editing marks (Code Supplement C)	Col 25 Col 26
Col 27	GED (General Education Development) 0-9 Transcribe editing marks (Code Supplement C)	Col 27

22-2 (SMII)

Col 28 SVP (Specific Vocational Preparation)

Col 28

0-9 Transcribe editing marks (Code Supplement C)

Col 29 Ownership

Col 29

1 Owner
2 Employee

Cols 30-32 DOT (Dictionary of Occupational Titles)

Col30 Col31 Col32

000-*** Transcribe editing marks (Code Supplement C)

Cols 33-49 blank

(CODER: TRANSCRIBE FROM CARD 16, Q. 69)

69. If you could have any job at all in this company (hospital), which would you like to have?

Cols 50-53 Industry

Col50 Col51 Col52 Col53

0000-**** Transcribe editing marks (S.I.C. Manual)

Cols 54-55 Functional Code

Col 54 Col 55

00-** Transcribe editing marks (Code Supplement C)

Col 56 GED

Col 56

0-9 Transcribe editing marks (Code Supplement C)

22-3 (SMII)

Col 57 **SVP**

0-9 Transcribe editing marks (Coce Supplement C)

___ Col 57

Col 58 **Ownership**

1 Owner
2 Employee

___ Col 58

Cols 59-61 **DOT**

000-*** Transcribe editing marks (Code Supplement C)

___ Col 59 ___ Col 60 ___ Col 61

Col 62 **Same or Different**

1 Same as present job
2 Different from present job

___ Col 62

Cols 63-69 blank

(CODER: TRANSCRIBE FROM Q. 72, CARD 16)

72. If you could choose anything at all, how would you choose to make your living?

Cols 70-71 **Functional Code**

00-** Transcribe editing marks (Code Supplement C)

___ Col 70 ___ Col 71

Col 72 **Ownership**

1 Owner
2 Employee

___ Col 72

Col 73 **For Entire Question**

1 Cols 70-72 coded
2 Cols 70-71 coded only; Col 72 blank
3 Col 72 coded only; Cols 70-71 blank

___ Col 73

Col 74 **Same or Different**

1 Same as present job
2 Different from present j job

C
___ Col 74

Cols 75-80 blank

32-1 (SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col2 Col3 Col4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank
(CODER: TRANSCRIBE INFORMATION FROM Q2e, CARD 01)	Col 21
(CODER: TRANSCRIBE INFORMATION FROM Q. 2f, CARD 01)	Col 22
(CODER: TRANSCRIBE INFORMATION FROM Q. 8, CARD 01)	Col 23 Col 24
(CODER: TRANSCRIBE INFORMATION FROM Q. 8a, CARD 01)	Col 25 Col 26 Col 27 Col 28 Col 29 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 8b, CARD 01)	Col 30 Col 31 Col 32 Col 33

239

B-4.081

32-2 (SMII)	Col 34 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q.8c)	Col 35 Col 36
(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q8c)	Col 37 Col 38 Cols 39-44 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.32)	Col 45 Cols 46-49 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.33)	Col 50 Col 51-54 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.34)	Col 55 Cols 56-64 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.36)	Col 65 Cols 66-69 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.37)	Col 70 Cols 71-74 blank

32-3 (SMII)

(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.38)

First Mention	___ Col 75
Second Mention	___ Col 76
Third Mention	___ Col 77
Fourth Mention	___ Col 78
Fifth Mention	___ Col 79

Col 80 blank

B-4.083

35-1 (SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-52 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 229, CARD 11)	Col 53
	Cols 54-57 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 230, CARD 11)	Col 58
	Cols 59-62 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 231, CARD 11)	Col 63
	Cols 64-70 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 232, CARD 11)	Col 71
	Cols 72-75 blank
(CODER: TRANSCRIBE INFORMATION FROM Q. 233, CARD 11)	Col 76
	Cols 77-80 blank

B-4.084

39-1 (SMII)

(FOR CODER)	
Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.306b)	Col 21
	Cols 22-28 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 306c)	Col 29
	Cols 30-80 blank

40-1 (SMII)

(FOR CODER)	
Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-20 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 42, Q.335i)	Col 21
	Col 22 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 42, Q.335ii)	Col 23
	Col 24 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 42, Q.335iii)	Col 25
	Cols 26-69 blank
(CODER: TRANSCRIBE INFORMATION. FROM CARD 18, Q.306a)	Col 70
	Col 71 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.306d)	Col 72
	Cols 73-80 blank

B-4.086

41-1 (SMII)

(FOR CODER)

Firm Identification Number	Col 1
Population Identification Number	Col 2 Col 3 Col 4
	Col 5 blank
Card Number	Col 6 Col 7
Interview Phase	Col 8
	Cols 9-28 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 307) First Mention	Col 29
Second Mention	Col 30
Third Mention	Col 31
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307a)	Col 32
	Col 33 blank

41-2 (SMII)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307ai)	Col 34 Col 35
	Col 36 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307b)	Col 37
	Col 38 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307d)	Col 39
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307c)	Col 40
	Col 41 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307ci) First Mention	Col 42
Second Mention	Col 43
	Cols 44-46 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.308)	Col 47
	Col 48 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.309)	Col 49
	Cols 50-65 blank

41-3 (SMII)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.311)	____ Col 66
	Col 67 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.312)	____ Col 68
	Col 69 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 313)	____ Col 70
	Col 71 blank
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.314)	____ Col 72
	Cols 73-80 blank

APPENDIX B-5

TRAINEE PERFORMANCE RATING FORM

TRAINEE PERFORMANCE RATING FORM

B-5.001

45-1 (EMI)

SKILL ADVANCEMENT, INC.
663 FIFTH AVENUE
NEW YORK, N. Y.

TRAINEE PERFORMANCE RATING FORM

Please complete the following:

Organization ______________ Date: ______________
(Col 1) (Cols 17-22)

Employee: ______________ ______________
Employee's Name (Cols 2-4) Job Title (Cols 8-9)

Rater: ______________ ______________
Name (Cols 12-14) Job Title (Cols 15-16)

____
Department (Cols 10-11)

Describe briefly the specific work this employee is now doing:

____

____

____

(CODER: CODE CARD NUMBER ON COLS 6-7)

DO NOT WRITE IN THIS SPACE

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8 Col 9

Col 10 Col 11

Col 12 Col 13 Col 14

Col 15 Col 16

Col 17 Col 18

Col 19 Col 20

Col 21 Col 22

B-5.002

45-2 (EMI)

DO NOT WRITE IN THIS SPACE

Cols 23-24 blank

i. How acquainted are you with the employee's work?

1	2	3	4	5	6	7
Extremely Well Acquainted		Moderately Well Acquainted		Moderately Unacquainted		Extremely Unacquainted

____ Col 25

1. How easy is it for the worker to fit in with new work groups?

1	2	3	4	5	6	7
Extremely Easy		Moderately Easy		Moderately Difficult		Extremely Difficult

____ Col 26

2. How easy is it for the worker to learn new duties?

1	2	3	4	5	6	7
Extremely Easy		Moderately Easy		Moderately Difficult		Extremely Difficult

____ Col 27

DO NOT WRITE IN THIS SPACE

3. How dependable is the worker in carrying through what is expected of him?

1	2	3	4	5	6	7
Extremely Dependable		Moderately Dependable		Moderately Undependable		Extremely Undependable

Col 28

4. Is the worker able to accept responsibility?

1	2	3	4	5	6	7
Extremely Able		Moderately Able		Moderately Unable		Extremely Unable

Col 29

5. How punctual is the worker?

1	2	3	4	5	6	7
Almost always On Time		Usually On Time		Usually Late		Very Frequently Late

Col 30

DO NOT WRITE IN THIS SPACE

6. How often is the worker out for other than medical reasons?

1	2	3	4	5	6	7
Very often		Once in A While		Rarely		Almost Never

_____ Col 31

7. To what extent does the worker know the rules and regulations of the company?

1	2	3	4	5	6	7
Extremely Knowledgeable		Moderately Knowledgeable		Not Very Knowledgeable		Very Unknowledgeable

_____ Col 32

8. To what extent does the worker break company rules and regulations?

1	2	3	4	5	6	7
Almost never		Rarely		Once In A While		Very Often

_____ Col 33

B-5.005

DO NOT WRITE IN THIS SPACE

9. How adequate is the employee's technical knowledge?

1	2	3	4	5	6	7
Very Adequate		Moderately Adequate		Somewhat Inadequate		Very Inadequate

Col 34

10. How skilled is the employee in his use of machines and equipment?

1	2	3	4	5	6	7
Very Skilled		Moderately Skilled		Moderate Lack of Skill		Total Lack of Skill

Col 35

11. How much care does the employee exercise to prevent damage or misuse of property and equipment?

1	2	3	4	5	6	7
Extremely Careful		Moderately Careful		Moderately Careless		Extremely Careless

Col 36

DO NOT WRITE IN THIS SPACE

12. What is the worker's average output?

1	2	3	4	5	6	7
Much Above Average		Slightly Above Average		Slightly Below Average		Much Below Average

_____ Col 37

13. What is your estimate of the worker's quality of work output?

1	2	3	4	5	6	7
Consistently High Quality		High Quality		Low Quality		Consistently Low Quality

_____ Col 38

14. What is the worker's ability to explain work-related instructions?

1	2	3	4	5	6	7
Very Able		Moderately Able		Has Some Difficulty		Has Great Difficulty

_____ Col 39

DO NOT WRITE IN THIS SPACE

45-7 (EMI)

15. What is the worker's ability to keep the flow of work paced properly?

1	2	3	4	5	6	7
Very Able		Moderately Able		Moderately Unable		Very Unable

Col 40

16. How able is the worker in getting along with his foreman?

1	2	3	4	5	6	7
Extremely Able		Moderately Able		Has Some Difficulty		Has Great Difficulty

Col 41

17. How able is the worker in getting along with other workers?

1	2	3	4	5	6	7
Extremely Able		Moderately Able		Has Some Difficulty		Has Great Difficulty

Col 42

B-5.008

DO NOT WRITE IN THIS SPACE

18. How able is the worker in getting along with other group leaders?

1	2	3	4	5	6	7
Extremely Able		Moderately Able		Has Some Difficulty		Has Great Difficulty

_____ Col 43

19. How interested do you think the worker is in improving himself?

1	2	3	4	5	6	7
Very Interested		Moderately Interested		Moderately Disinterested		Very Disinterested

_____ Col 44

20. How much promotion potential for the next job level do you think the worker has?

1	2	3	4	5	6	7
Much Above Average		Slightly Above Average		Slightly Below Average		Much Below Average

_____ Col 45

B-5.009

DO NOT WRITE IN THIS SPACE

45-9 (EMI)

21. How would you rate the worker's general performance?

1	2	3	4	5	6	7
Much Above Average		Slightly Above Average		Slightly Below Average		Much Below Average

Col 46